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# Changes in Staff Distribution and Salaries of Full-Time Employees in Postsecondary Institutions: Fall 1993–2003

## Postsecondary Education Descriptive Analysis Report



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# Changes in Staff Distribution and Salaries of Full-Time Employees in Postsecondary Institutions: Fall 1993-2003

## Postsecondary Education Descriptive Analysis Report

**July 2006**

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## Executive Summary

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Since the 1990s, accompanying the growth in student enrollment, college tuition and fees increased faster than both inflation and the median household income (U.S. General Accounting Office 1996, 1998; The College Board 2003), stirring up a public outcry about college affordability. Between 1970 and 2001, the share per student of total education and general revenue from government appropriations for public degree-granting institutions declined from 59 to 46 percent, while the share from tuition and fees increased from 16 to 23 percent (U.S. Department of Education 2005a, indicator 40). The pressure on colleges and universities to contain costs (Burd 2003; Johnsrud 2000; Nicklin 1997) has intensified even more recently as a result of the 2001 economic recession following the record fiscal prosperity of the 1990s (Burd 2003; Zumeta 2003, 2006).

It is important to understand how these recent trends might have affected the staffing structure of the postsecondary workforce and employees' salaries, which make up the largest share of overall institutional expenditure. The need for salary information on support staff is particularly important because they outnumber both faculty and administrators (48 vs. 37 and 6 percent, respectively, of the entire postsecondary workforce in fall 2003) (U.S. Department of Education 2005b, table 223). To date, scant information is available on the earnings of support staff, especially in direct comparison with that of faculty and administrators. Meanwhile, there are indications that support staff are dissatisfied with their pay at work (Smallwood 2003).

This study examines the changes that occurred between fall 1993 and fall 2003 in the distribution of staff and average salaries of all full-time staff—faculty, administrators, and support personnel—at postsecondary institutions. The data for this study come from two census surveys of postsecondary institutions conducted by the U.S. Department of Education's National Center for Education Statistics (NCES) through its 1993 and 2003 Integrated Postsecondary Education Data System (IPEDS) "Fall Staff Survey." Because IPEDS is a census survey, all data presented in this report are based on actual survey data and are not subject to sampling errors. However, they are subject to nonsampling errors (e.g., due to imputation for nonresponses) as explained in more detail in appendix B.

### Institution Coverage and Key Data Issues

To look at trends over a 10-year period, this study is based on 3,186 institutions that were surveyed in both 1993 and 2003.<sup>1</sup> All of these institutions are located in the 50 states and the District of Columbia, are degree-granting, and are eligible to participate in federal financial aid programs.<sup>2</sup> Almost all staff from these institutions were employed by institutions that remained unchanged in institutional characteristics between

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<sup>1</sup> Although a subset of all U.S. postsecondary institutions surveyed (8,781 in 1993 and 3,920 in 2003), these institutions represented 93 to 96 percent of the entire workforce surveyed in both years (data not shown in tables). See appendix B for more details about the IPEDS surveys.

<sup>2</sup> As of 2003 (such information is not available for 1993).

1993 and 2003 (e.g., 96 percent of all staff were from institutions in the same Carnegie classifications in both years) (table 1-B). Therefore, trends in staffing and salaries observed by examining the 3,186 institutions reflect changes due to factors other than changes in the characteristics of the institutions (e.g., strategies adopted by institutions to contain costs).

NCES divides postsecondary staff into the following eight categories based on their primary occupation activities: (1) executive, administrative, and managerial positions; (2) faculty staff; (3) instruction/research assistants; (4) professional support/service positions; (5) technical staff and paraprofessionals; (6) clerical and secretarial employees; (7) skilled crafts positions; and (8) service/maintenance personnel. While useful in conceptualizing the operational aspects of the postsecondary workforce, variations may exist within these broad categories due to factors other than primary occupation activities such as longevity of service, academic ranking among faculty or level of administration/management for staff in executive, administrative, and managerial positions. These variations are not reflected in this study.

Because the IPEDS “Fall Staff Survey” does not collect salary information on part-time employees, the salary portion of the study refers only to full-time staff. Average salaries (inflation-adjusted<sup>3</sup>) reported in this study are computed by converting salary survey data reported in categories into a continuous version through a methodology routinely used with family income data from the Current Population Survey (e.g., Kaufman, Alt, and Chapman 2001; Kaufman et al.

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<sup>3</sup> Using the Consumer Price Index adjustment factor for 2003 of 1.273 for all urban dwellers (CPI-U) as provided by the U.S. Department of Labor, Bureau of Labor Statistics, available at <http://data.bls.gov/PDO/servlet/SurveyOutputServlet>.

2000). Thus, caution should be observed when interpreting salary data presented in this study.

## **Growth in the Total Number of Staff at Postsecondary Institutions**

The total number of staff employed at postsecondary institutions grew by 22 percent (from 2,545,920 to 3,108,301) between 1993 and 2003, outpacing the growth of both the civilian labor force (13 percent) and student enrollment (16 percent) (figure A).<sup>4</sup>

The growth in the total number of postsecondary staff was less at public 4-year (17 percent) than at either private not-for-profit 4-year or public 2-year (25 percent for both) institutions (table 2).<sup>5</sup> The rate of growth of part-time employees was twice that of full-time employees (34 vs. 17 percent), continuing the trend of the increased use of part-time employees on postsecondary campuses that had started in the 1970s (Cahalan and Roey 1996). This trend was particularly evident among faculty whose part-time employment grew almost three times that of full-time faculty positions (44 vs. 15 percent).

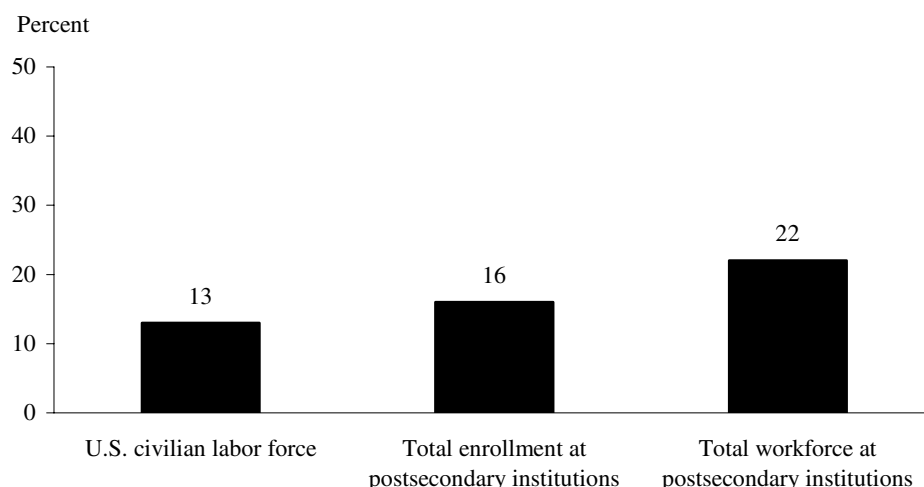
Given the growth of racial/ethnic minorities in the general U.S. population, it is not surprising that the increase in the total numbers of Hispanic, Asian, and American Indian staff at postsecondary institutions all outpaced that of White staff between 1993 and 2003 (61, 63, and 45 percent,

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<sup>4</sup> The workforce grew even more (35 percent) between 1993 and 2003 at institutions that changed from associate’s to bachelor’s or from bachelor’s to master’s or from master’s to doctoral institutions (figure 2).

<sup>5</sup> These statistics refer to institutions that remained in the same sectors between 1993 and 2003. The reason for this constraint is to avoid counting staff as one sector for 1993 but as another sector for 2003 when their institution’s sector had changed over time. Similar constraint applies elsewhere in this report when discussing patterns of change over time in relation to type of institutions.

**Figure A. Percentage increase in civilian labor force and in total enrollment and workforce in postsecondary institutions: 1993–2003**



NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

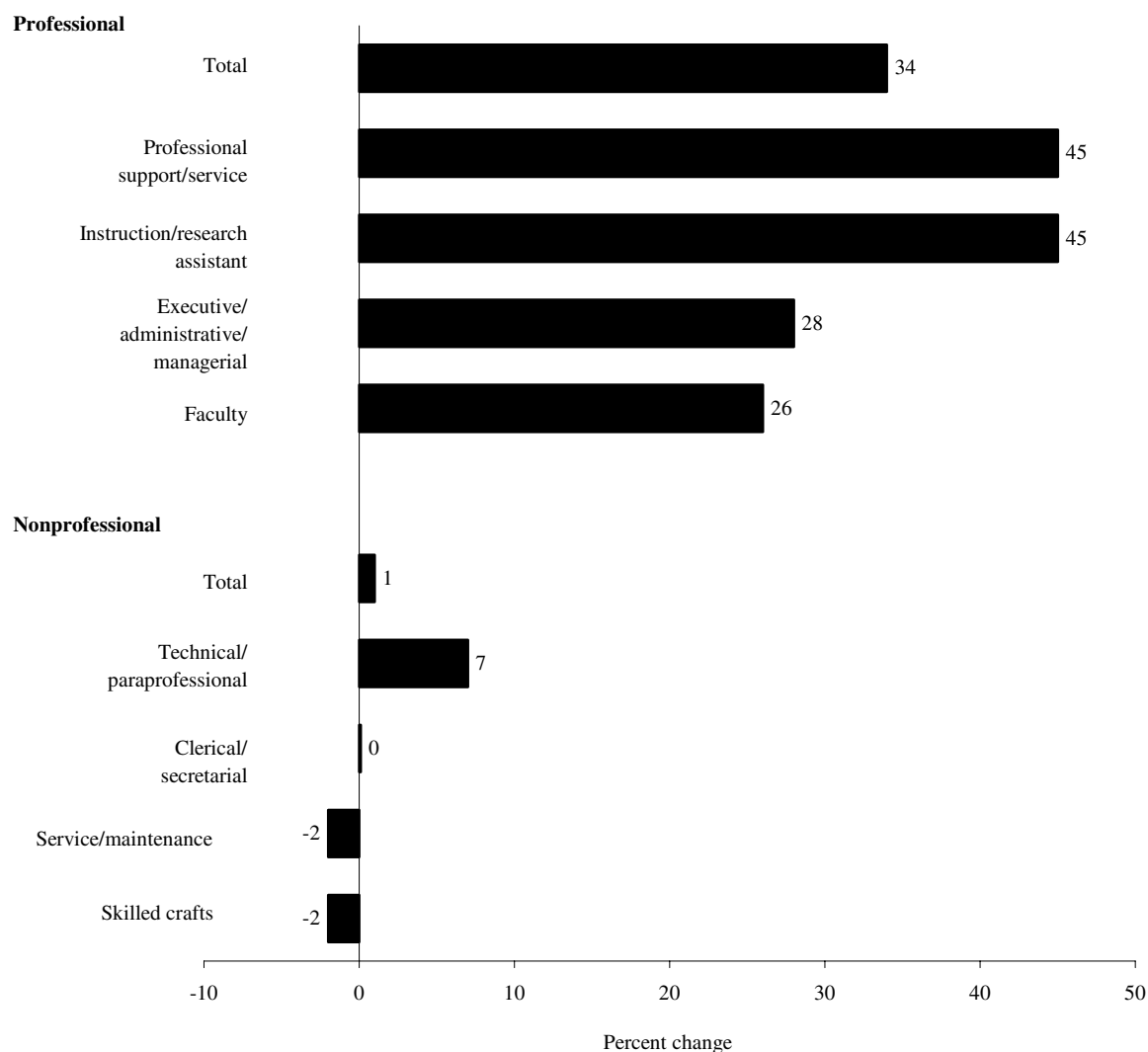
SOURCE: For U.S. civilian labor force, U.S. Census Bureau (2005). *Statistical Abstract of the United States: 2004–05* (124th ed.), Nos. 2, 569. For enrollment and workforce at postsecondary institutions, U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

respectively, vs. 13 percent) (table 2). The increase for Black employees (14 percent), however, did not exceed considerably that of their White counterparts, and both were below the national average (22 percent).

The total number of nonresident alien staff more than doubled (105 percent) between 1993 and 2003 (table 2). This reflects, at least partly, the increasing enrollment in American colleges and universities of foreign graduate students (e.g., from 11 percent in 1990 to 13 percent in 2002) (U.S. Department of Education 2005b, table 206) who made up the majority of nonresident alien staff employed as instructors and research assistants in both years, though more so in 2003 than in 1993 (60 vs. 54 percent) (tables 15-A and 15-B).

The growth in the total number of professional staff exceeded that of nonprofessional staff. While staff in all professional positions (professional support/service; instruction/research assistant; executive, administrative, and managerial; and faculty) increased at rates (45, 45, 28, and 26 percent, respectively) higher than the national average (22 percent) between 1993 and 2003, the total number of their nonprofessional counterparts as a whole showed little growth (an increase of 1 percent) (figure B). Staff in skilled crafts positions, as well as those in service/maintenance, actually decreased in number (by 2 percent for both). This pattern may reflect the cost-control strategy adopted by colleges and universities in the 1990s to outsource the services of nonprofessional support personnel, while

**Figure B. Percentage change in total number of staff employed in postsecondary institutions, by primary occupation: Fall 1993–2003**



NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

protecting the academic core staff (i.e., faculty, executive, administrative, and managerial, and instruction/research assistant positions) (Johnsrud 2000).

The increase in the total number of postsecondary staff varied considerably among states. Five states—Alaska, Arizona, Louisiana, Nevada, and New Hampshire—topped all others



by increasing their postsecondary workforce by more than 50 percent (53–88 percent) (table 7-A). At the other end of the spectrum, there was a decrease of 24 percent in the District of Columbia, the only geographic entity with a decline in the total number of staff employed at postsecondary institutions between 1993 and 2003. The postsecondary workforce increased less than 10 percent in four states: Alabama (5 percent), Michigan and New York (7 percent), and West Virginia (8 percent).

## Changes in the Distribution of Staff at Postsecondary Institutions

Overall, the distribution of postsecondary staff—by either sector or Carnegie classification—remained fairly stable between fall 1993 and fall 2003. For example, in both years, nearly all (97–98 percent) postsecondary staff were employed by the three major sectors of institutions: public 4-year (52 and 50 percent in 1993 and 2003, respectively), private not-for-profit 4-year (29 percent in both years), and public 2-year (18 percent in both years) (figure C).<sup>6</sup> This high degree of concentration in the public and private not-for-profit sectors of the higher education workforce parallels student enrollment. In both years, 97 percent of all students were enrolled in these three sectors.<sup>7</sup>

Likewise, despite varied growth rates in the total number of postsecondary staff at the state level, the geographic distribution of the postsecondary workforce in fall 1993 was

comparable to that in fall 2003. For instance, in both years, about one-third of all postsecondary staff were located in the top five states that constituted about 36 percent of either total fall enrollment or total resident population: California (9–10 percent), New York (8–9 percent), Texas (6 percent), Pennsylvania (5 percent), and Illinois (5 percent) (table 7-A).<sup>8</sup>

However, the postsecondary workforce in 2003 consisted of proportionally more part-time employees than in 1993. The proportion of part-time staff increased from 31 to 35 percent (table 7-A), continuing the well-established pattern of the increased use of such staff (Cahalan and Roey 1996). Furthermore, this shift toward the use of part-time employees held across all types of institutions and racial/ethnic groups (except for Asian staff and staff with unknown race/ethnicity) and by gender (table 3). The increased use of part-time employees among faculty was particularly conspicuous. Except for instruction/research assistants—who are part time by definition—faculty had the highest rates of part-time employment in both years: 40 percent in 1993, increasing to 46 percent in 2003 (figure D). In contrast, among staff in all other primary occupations, the proportion of part-time staff ranged from 4 to 22 percent in 1993 and from 3 to 21 percent in 2003.

With few exceptions, the increased use of part-time employees over time was observed at the state level as well. In all but seven states, there

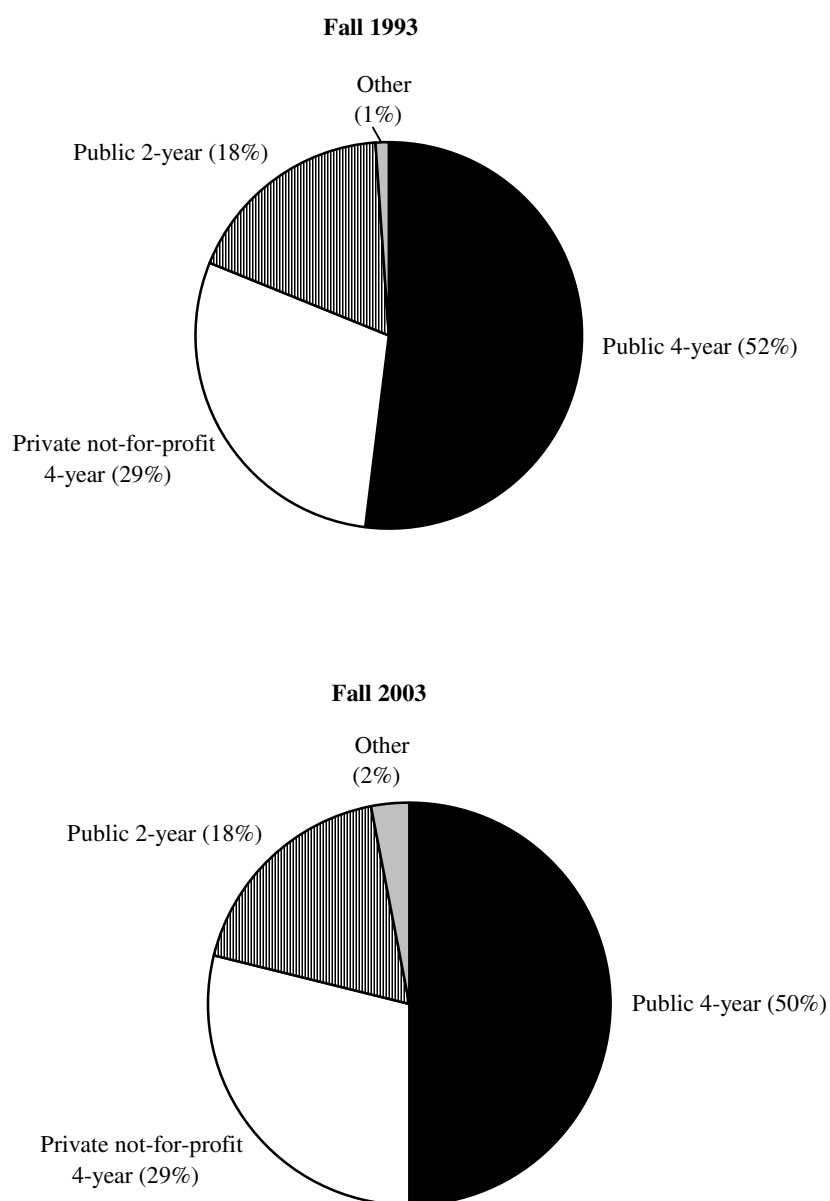
<sup>6</sup> The decrease in the proportion of postsecondary staff at public 4-year institutions is consistent with a decline of student enrollment by 2 percentage points during the period (from 42 to 40 percent) (data are based on the IPEDS 1993 and 2003 “Fall Enrollment Survey” but are not shown in tables).

<sup>7</sup> Data are based on the IPEDS 1993 and 2003 “Fall Enrollment Survey” (not shown in tables).

<sup>8</sup> The only exception to this pattern is Florida, which ranked below Illinois and Pennsylvania in postsecondary workforce as shown in table 7-A but ranked higher than both states in resident population in 2003 (6 vs. 4 percent) and higher than Pennsylvania in total fall enrollment in 2003 (5 vs. 4 percent). (Fall enrollment data are recalculated from U.S. Department of Education [1996], table 186 and U.S. Department of Education [2005b], table 188; resident population figures are based on CPS data [data not shown in tables].)

**Figure C. Percentage distribution of staff in postsecondary institutions, by sector of institution: Fall 1993 and 2003**

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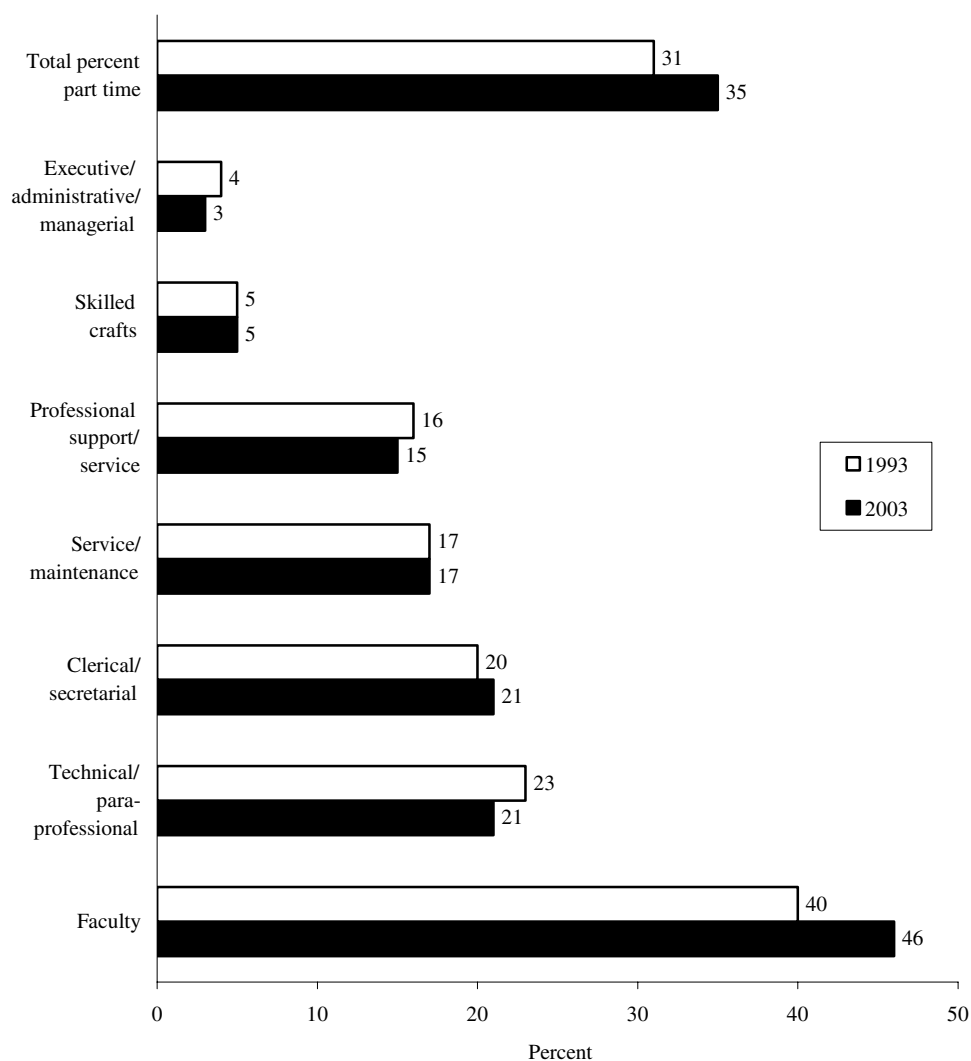


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NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Included in the “other” category are staff at institutions that had changed in sector between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Figure D. Percentage of staff in postsecondary institutions who were part time, by primary occupation: Fall 1993 and 2003**



NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

was an increase in the proportion of staff employed in part-time positions, reaching almost one-half (48 percent) in Nevada in 2003 (table 7-A).

The rate at which female staff outnumbered male staff at postsecondary institutions increased only slightly, from 52 percent in 1993 to 53 percent in 2003 (table 8-A). Nonetheless, during

this decade, the participation of women in the postsecondary workforce was particularly noticeable when looking at their distribution across states. The total number of states (including the District of Columbia) where the proportion of female staff rounded to at least 50 percent increased from 38 states in 1993 to 49 states in 2003, with Utah and Idaho being the only 2 states where females made up less than half of the workforce on college and university campuses.

With increases in staff from racial/ethnic minorities, the postsecondary workforce experienced gains in the proportion of staff other than White between 1993 and 2003 (table 14). Nevertheless, compared with the U.S. population in general, Whites were still somewhat overrepresented on postsecondary campuses in 2003: 72 versus 68 percent in the U.S. resident population (U.S. Census Bureau 2005, No. 13). In contrast, in both years, Hispanics were proportionally underrepresented in the postsecondary workforce compared with the U.S. resident population: 4 versus 10 percent in 1993, and 5 versus 12 percent in 2003.

Because the total number of professional staff grew more than that of nonprofessional staff, the postsecondary workforce was more professionally oriented in 2003 than in 1993. The proportion of the four professional staff groups (executive, administrative, and managerial; faculty; instruction/research assistant; and professional support/service) each increased, while the proportion of the four nonprofessional groups each decreased (tables 15-A and 15-B). Overall, between 1993 and 2003, there was a shift of 6 percentage points (from 65 to 71 percent) toward professional staff on postsecondary campuses.

## **Growth in the Average Salaries of Full-Time Postsecondary Staff and Salary Disparities**

After adjusting for inflation, the overall average salary of full-time postsecondary staff grew by 13 percent between 1993 and 2003 (from \$41,700 to \$46,900 in constant 2003 dollars) (table 18), slightly higher than the U.S. growth rate (11 percent) in annual salary for full-time-equivalent employees (U.S. Census Bureau 1996, No. 658 and U.S. Census Bureau 2006, table 627) but comparable to the rate of increase in the median family income (14 percent) (Broaddus and Sherman 2005).

Full-time staff at public 2-year institutions experienced the lowest increase in average salary (4 percent, from \$42,200 to \$44,000), trailing their peers at both public 4-year (13 percent, from \$42,000 to \$47,400) and private not-for-profit 4-year (16 percent, from \$41,300 to \$47,900) institutions (table 18).

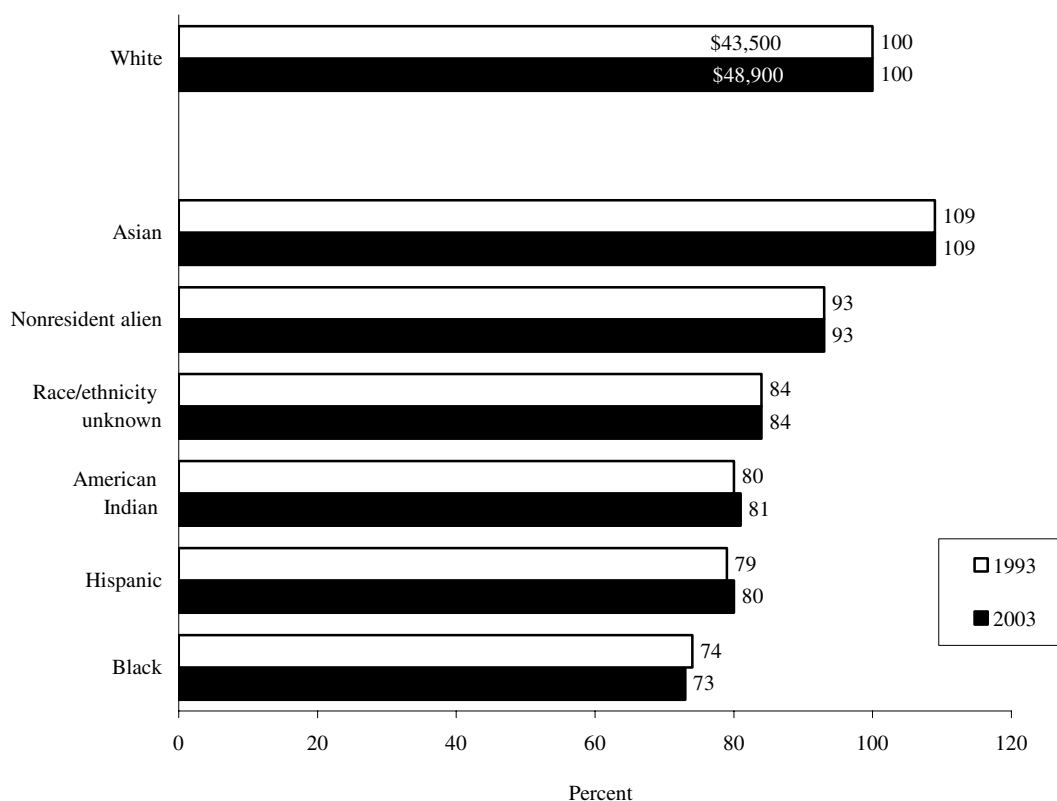
Full-time female staff as a whole had a slight edge over their male counterparts in terms of the growth in their average salaries between 1993 and 2003: 14 versus 12 percent (from \$36,100 to \$41,100, and from \$47,800 to \$53,700, respectively) (table 22). Nonetheless, in 2003, full-time women in postsecondary institutions still earned, on average, 77 percent of what full-time men earned. However, the average salary of female clerical/secretary staff was almost equal to that of their male counterparts (99 and 98 percent in 1993 and 2003, respectively).

Salary increases for postsecondary staff occurred at similar rates among racial/ethnic groups. As a result, the relative standings of average salary among various racial/ethnic groups

remained fairly stable on postsecondary campuses during the decade. On average, Asian postsecondary staff earned the highest salaries, followed by Whites, nonresident aliens, staff whose race/ethnicity was unknown, and American Indians and Hispanics. Blacks, on average, earned the lowest salary (tables 19-A and 19-B).

Expressed as percentages of the average earnings for White staff (\$45,300 in 1993 and \$48,900 in 2003), Asians averaged 109 percent; nonresident aliens, 93 percent; staff of unknown race/ethnicity, 84 percent; American Indians and Hispanics, 79 to 81 percent; and Blacks, 73 to 74 percent (figure E).

**Figure E. Average salaries (in constant 2003 dollars) of full-time staff in various racial/ethnic groups as a percentage of those for Whites in postsecondary institutions: Fall 1993 and 2003**



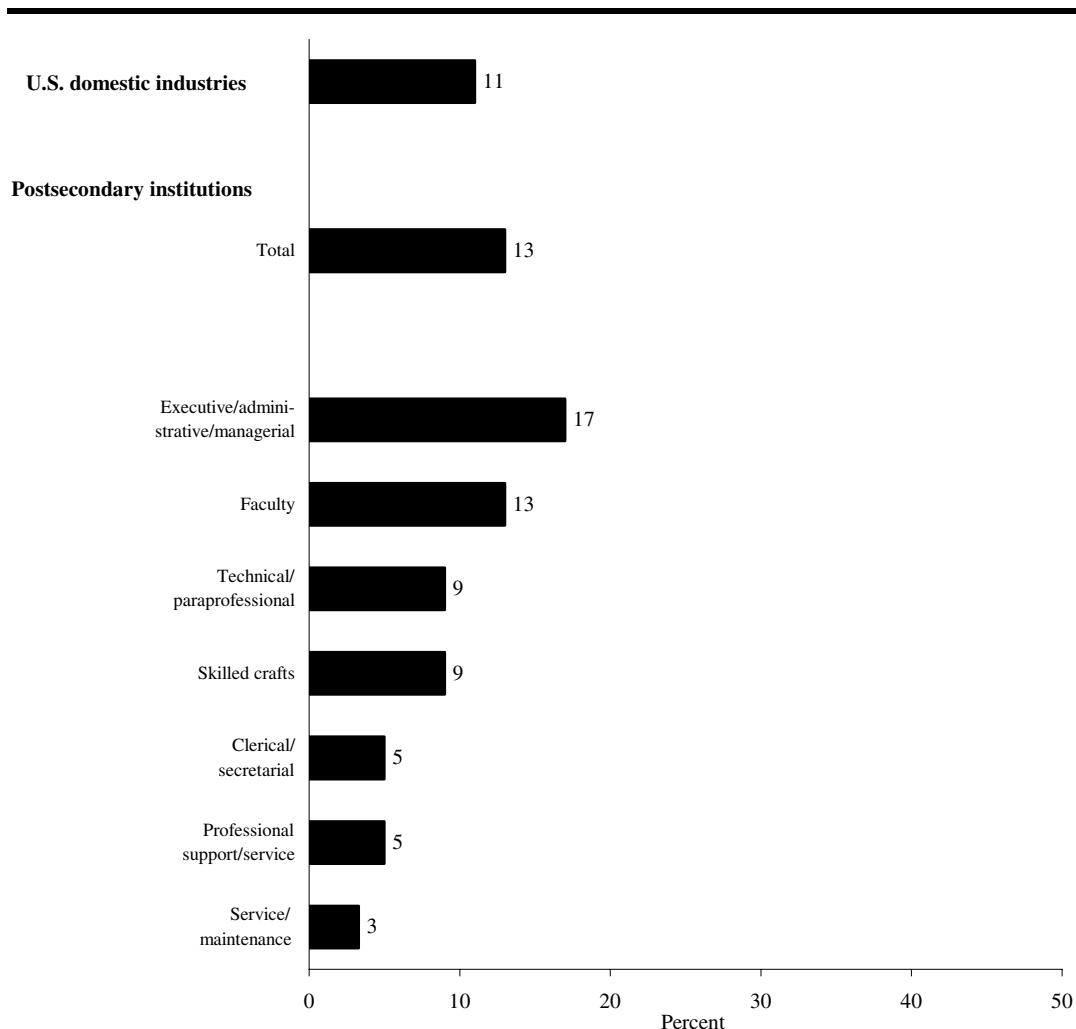
NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

However, the rate of salary growth fluctuated considerably among the primary occupation groups (figure F). While the average earnings for staff in executive, administrative, and managerial positions increased 17 percent (from \$60,300 to

\$70,400), the increase was 13 percent for faculty (from \$57,100 to \$64,500), 9 percent each for skilled crafts staff (from \$33,300 to \$36,400) and technical staff and paraprofessionals (from \$30,600 to \$33,400), and 5 percent for both

**Figure F. Percentage increase in annual salary (in constant 2003 dollars) per full-time-equivalent employee in U.S. domestic industries and in average salaries (in constant 2003 dollars) of full-time staff in postsecondary institutions since fall 1993, by primary occupation: Fall 2003**



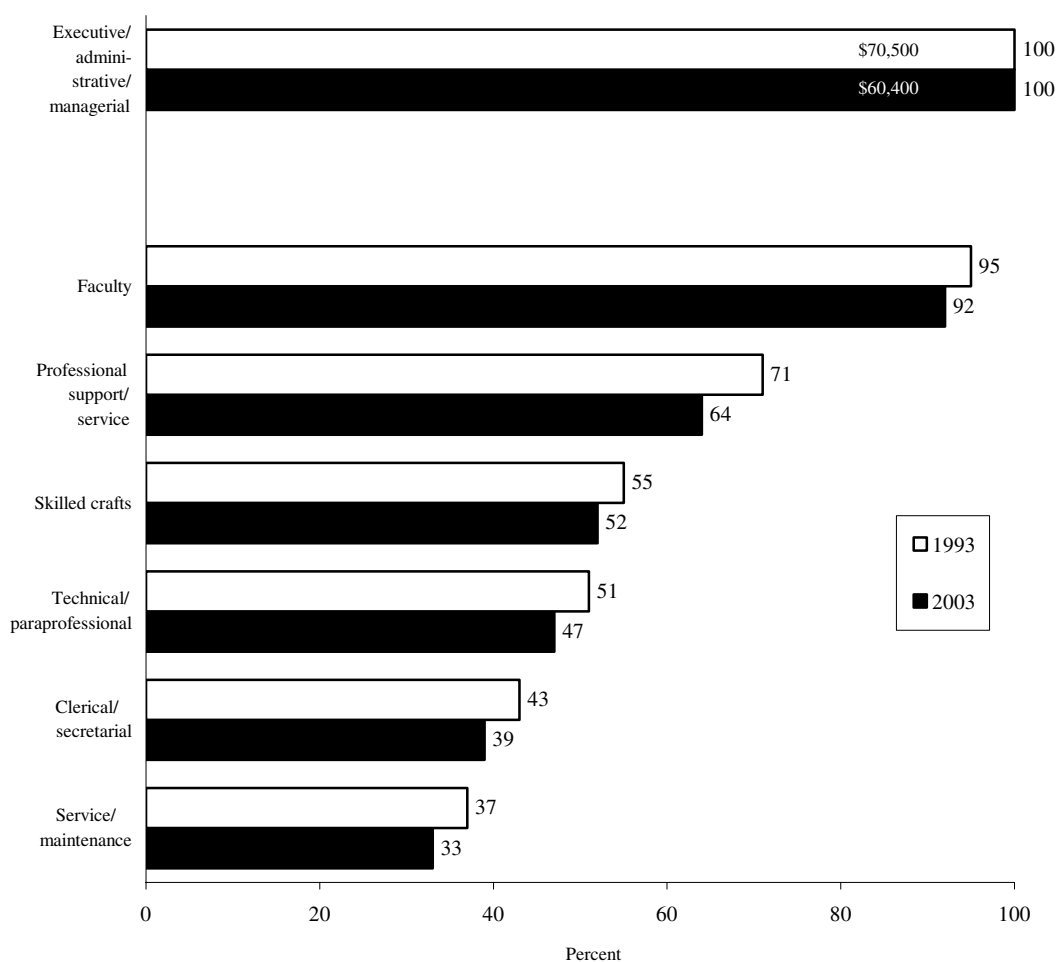
NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: For U.S. domestic industries, U.S. Census Bureau (1996). *Statistical Abstract of the United States: 1996* (116th ed.), No. 658 and U.S. Census Bureau (2006). *Statistical Abstract of the United States: 2006* (125th ed.), table 627. For full-time staff in postsecondary institutions, U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

clerical and secretarial staff (from \$26,100 to \$27,400) and professional support/service staff (from \$42,800 to \$44,800) (tables 20-A, 20-B, and 20-C). At the very bottom were service/maintenance employees whose average salary increased only 3 percent (from \$22,600 to

\$23,300). Consequently, the gap in average salary between executive, administrative, and managerial staff—the highest earning positions—and staff in all other primary occupation groups increased over time (figure G). For example, relative to the average salary of executive, administrative, and

**Figure G. Average salaries (in constant 2003 dollars) of full-time staff in various primary occupation groups as a percentage of those for executive/administrative/managerial in postsecondary institutions: Fall 1993 and 2003**



NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

managerial staff, faculty earned, on average, 95 percent in 1993, but 92 percent in 2003; likewise, clerical and secretarial staff earned 43 percent in 1993, but 39 percent in 2003.

## **Conclusions**

Between fall 1993 and fall 2003, the growth of the workforce at colleges and universities outpaced that of both the overall U.S. civilian labor force and student enrollment, thus continuing a pattern that began in the 1970s. The growth rate was higher for part-time employees than full-time employees, for female staff than male staff, and for professionals than nonprofessionals. These findings may reflect certain staffing strategies adopted by colleges and universities, such as the increased use of part-time staff and outsourcing campus services, while still meeting the increased demand for postsecondary education. During the decade studied, the increased use of part-time faculty was particularly evident, raising the proportion of faculty in part-time positions from 40 percent in 1993 to 46 percent in 2003, a trend that started in the 1970s, persisted through the 1980s and 1990s, and continued into the early 2000s. Because it is likely that this pattern will continue into the future, some predict that part-time faculty will emerge as the majority among faculty on postsecondary campuses (Maitland and Rhoades 2005).

Lending support to the argument that salary raises are not the major cause of the persistent increases in tuition that surpassed growth in median family income, the overall average salary (inflation-adjusted) of full-time postsecondary institution staff grew by 13 percent between 1993 and 2003, fairly in pace with the growth of the median family income (14 percent). Although the average salaries of full-time employees increased for each primary occupation category, only the increases for executive, administrative, and managerial positions (17 percent) exceeded the overall increase in the U.S. median family income.

Finally, readers should bear in mind that increases in college tuition and fees are the result of many complex processes beyond the scope of this study (e.g., funding, revenues, and costs). The purpose of the current report is to document major changes in staffing composition and average earnings of full-time staff that occurred between 1993 and 2003. The findings are descriptive in nature and associations should not be interpreted as causal relationships.



## Foreword

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This study examines the changes between fall 1993 and fall 2003 in the distribution of staff and average salaries of full-time employees at postsecondary institutions. The data come from two surveys of postsecondary institutions conducted by the National Center for Education Statistics (NCES) through its Integrated Postsecondary Education Data System (IPEDS), 1993 and 2003 “Fall Staff Survey.” The IPEDS “Fall Staff Survey” reports the number of staff at the institutional level by full- and part-time status, gender, race/ethnicity, and primary occupation. For full-time employees, the survey also reports the distribution of staff by salary class intervals. In addition to the 50 states and the District of Columbia, the “Fall Staff Survey” also covers outlying areas (i.e., American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands). However, outlying areas are excluded from this study.

The study is based on 3,186 institutions surveyed in both 1993 and 2003 that were degree-granting and Title IV eligible postsecondary institutions—a subset of all postsecondary institutions surveyed (9,035 in 1993 and 4,866 in 2003), yet representing 92 and 95 percent of the entire respective year’s postsecondary workforce. The study addresses two major questions. First, it discusses how staff on college campuses changed during this decade in terms of both the total number of employees and percentage distribution according to major institutional characteristics (i.e., type and Carnegie classification of institution) and employee characteristics (i.e., employment status, gender, race/ethnicity, and primary occupation). Changes are also examined at the state level. Next, the study focuses on changes in average salaries and salary disparities in relation to these institutional and employee characteristics for full-time employees. (Salary information is not collected for part-time employees in the IPEDS “Fall Staff Survey.”) Readers are encouraged to consult the glossary and technical appendix at the end of the report for more information about the surveys used and data accuracy issues.

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# Introduction

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In the 1990s, increases in college tuition and fees outpaced both inflation and growth in the median household income (U.S. General Accounting Office 1996, 1998), a trend that is continuing into the 21st century (The College Board 2003), stirring up a public outcry about college affordability and the increased financial burden on students and their families. Indeed, between 1970 and 2001, the share per student of total education and general revenue from government appropriations for public degree-granting institutions declined from 59 to 46 percent, while the share from tuition and fees increased from 16 to 23 percent (U.S. Department of Education 2005a, indicator 40). Colleges and universities have been under pressure to contain costs (Nicklin 1997; Burd 2003). In response to calls to cut spending and still meet the increased demand for higher education (U.S. Department of Education 2005b, table 171; Knapp et al. 2005a, 2005c), postsecondary institutions have made structural changes in staffing (Johnsrud 2000; Brainard 2003; Wechsler 2004). The need for such changes intensified after the 2001 economic recession following the record prosperity in the 1990s (Zumeta 2003, 2006). As a result, institutions have adopted cost-cutting strategies such as increased use of part-time employees, particularly of part-time faculty (Allen 2004; Maitland and Rhoades 2005), and outsourcing of campus services (Nicklin 1997; Van Der Werf 1999; Johnsrud 2000; Gose 2005).

Increasing faculty salaries are often cited as a major cause of the persistent rise in tuition (Ehrenberg 2004). Research indeed shows that average faculty salaries increased at rates outpacing inflation between 1993 and 2003 (Ehrenberg 2004;<sup>1</sup> U.S. Department of Education 2005b, table 236). The increase, however, was less than that for tuition (Ehrenberg 2004), and, for each year during this decade, the rate of increase in average faculty salaries was smaller than that in the median salaries of college administrators<sup>2</sup> (figure 1). In fact, this period has been characterized as “the longest stretch” in which the median salary increases for college administrators surpassed inflation (Kellogg 2001).

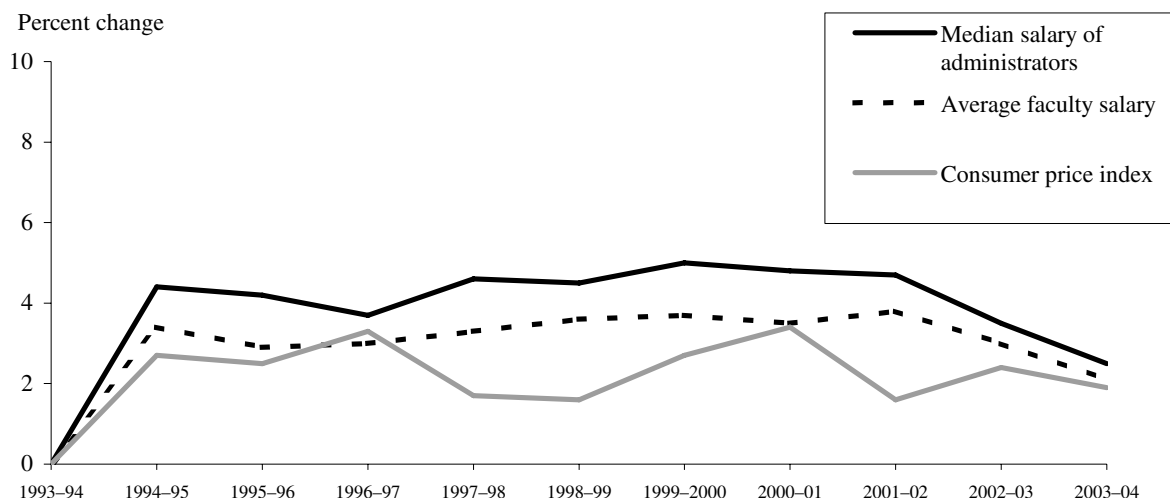
However, salary discussions of this kind often ignore support staff, who far outnumber faculty or administrators (e.g., 48 vs. 37 and 6 percent, respectively, of the entire workforce of colleges and universities in fall 2003—with instruction and research assistants constituting the

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<sup>1</sup> Based on survey data collected and reported by the American Association of University Professors (AAUP).

<sup>2</sup> The rate of increase in administrators’ median salary was calculated from survey data collected and reported annually by the College and University Professional Association for Human Resources (CUPAHR) and released in the *Chronicle of Higher Education*. The CUPAHR survey coverage of institutions is not necessarily the same as that for the AAUP surveys.

**Figure 1. Annual percentage change in median salary (in nominal dollars) for administrators and in average salary (in nominal dollars) of faculty in postsecondary institutions, and consumer price index: 1993–94 through 2003–04**



NOTE: Data for administrators refer to median salary while those for faculty refer to average salary because this is how they were reported in the cited studies.

SOURCE: For college and university administrators, data are from a series of annual articles published in *The Chronicle of Higher Education* (see footnote #35 in the report text for detailed references); faculty and consumer price index data are from the 2004 American Association of University Professors (AAUP) annual report (Ehrenberg, R.G. (2004). *Don't Blame Faculty for High Tuition: The Annual Report on the Economic Status of the Profession 2003–04*).

remaining 9 percent) (U.S. Department of Education 2005b, table 223). Trend data on support staff earnings are sparse at best, particularly in direct comparison with data on the earnings of nonsupport staff. Little has been reported about how support staff have fared over time in salary and salary growth. Nevertheless, the *Chronicle of Higher Education* reported that “the most notable strikes in 2003 involved university support-staff workers demanding higher wages and benefits” (Smallwood 2003).

This study examines the average salaries of all postsecondary employees—support staff, faculty, and administrators—and reports salary changes that occurred in the decade between fall 1993 and fall 2003 at postsecondary institutions. To put this salary information in context, the study begins by describing changes during this decade in terms of both the total number of employees and their distribution by major institutional characteristics (i.e., sector and Carnegie classification), employee characteristics (i.e., employment status, gender, race/ethnicity, and primary occupation), and state-level changes.

## **Institution Coverage and Key Data Issues**

This report is limited to postsecondary institutions located in the 50 states and the District of Columbia; it uses 1993 and 2003 data from “Fall Staff,” one of the many components of the Integrated Postsecondary Education Data System (IPEDS). IPEDS is a core data collection system of the U.S. Department of Education’s National Center for Education Statistics (NCES), consisting of institution-level data that can be used to describe trends in postsecondary education.

The Fall Staff component is administered in odd-numbered years; it reports the number of institutional staff by salary class intervals, primary occupation activity, full-time and part-time status, gender, and race/ethnicity. Fall Staff does not include institutional characteristics (e.g., the sector and Carnegie classification of the institution and state where it is located). Rather, such information is collected separately through the annual Institutional Characteristics (IC) component. Therefore, the data from the IC 1993 and 2003 surveys are merged with Fall Staff data to obtain all institutional characteristics used in this report (but see “Carnegie Classification of Institution,” below for one exception).

### ***Institution Coverage***

Due to changes in the IPEDS data collection over time, the institutions covered in the 1993 Fall Staff data collection are not directly comparable with those covered in the 2003 survey. For example, the 1993 survey collected information from all identified postsecondary institutions (a total of 8,781), while the 2003 survey focused only on the subset of Title IV institutions (i.e., institutions eligible to participate in federal financial aid programs) (a total of 3,920 institutions).<sup>3</sup> Additionally, changes could have occurred in individual institutions (e.g., openings and closings and changes in characteristics). Furthermore, changes were implemented by NCES in 1996 in how postsecondary institutions are classified.<sup>4</sup> Consequently, it is not appropriate to examine trends of changes between 1993 and 2003 in the total number of staff employed at postsecondary institutions and average salaries of full-time staff by directly comparing the two full sets of institutions surveyed.

Therefore, to make the comparisons between fall 1993 and fall 2003 comparable, this study focuses only on institutions that were surveyed in both fall 1993 and fall 2003, were degree-

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<sup>3</sup> These numbers exclude institutions located in outlying areas (based on U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System [IPEDS], 1993 and 2003 “Fall Staff” [data not shown in tables]).

<sup>4</sup> Before 1997, NCES reports on staff focused on postsecondary institutions accredited by an agency or organization that was recognized by the U.S. Department of Education (ED), or directly by the Secretary of Education. Since 1997, ED has no longer distinguished institutions based on accreditation level and now subdivides the postsecondary institution universe into schools that are eligible to receive Title IV federal financial aid and those that are not.

granting, and eligible to participate in Title IV federal financial aid programs.<sup>5</sup> In other words, the analysis is longitudinal in nature, limiting the total number of institutions covered in this study to 3,186, which made up 36 percent (of 8,781) in 1993 and 81 percent (of 3,920) in 2003 of all U.S. postsecondary institutions surveyed. Although only a subset, these institutions represent 93 percent in 1993 and 96 percent in 2003 of all postsecondary staff employed at all institutions surveyed in the respective survey years.<sup>6</sup>

### ***Change in Institutional Characteristics***

Over the decade between 1993 and 2003, some institutions changed in various ways. For example, they may have modified their operational activities (e.g., instructional curriculum and level of degree-offering), and that may have resulted in staff re-allocation and salary changes. Changes such as these would confound the current study, which seeks to examine changes in staffing structure and salary adjustments. Therefore, a preliminary examination of how and what institutions changed with respect to control, level, sector, and Carnegie Classification was undertaken.

As shown in tables 1-A and 1-B, among the 3,186 institutions surveyed in both years, 113 institutions (4 percent) were 2-year in 1993 but became 4-year in 2003. However, this 4 percent of institutions represented only 1 percent of the postsecondary workforce in the 3,186 institutions in both years. In contrast, 96 percent of the institutions changed neither control nor level between 1993 and 2003, and represented almost all staff (99 percent) employed for both years.

Likewise, the Carnegie classification (see section below for definitions specific to this study) was fairly stable among the 3,186 institutions under study.<sup>7</sup> Ninety-two percent of these institutions remained unchanged between 1993 and 2003—that is, they stayed as doctoral, master’s, bachelor’s, associate’s, or specialized institutions. The representation of the workforce in these institutions accounted for 96 percent of all staff employed. Among those that did show Carnegie classification changes over time, the largest group (142) consists of institutions that moved upward (i.e., from associate’s to bachelor’s or from bachelor’s to master’s or from master’s to doctoral institutions). These institutions represent 5 percent of the 3,186 institutions and 3 percent of the corresponding workforce in both years. In contrast, 12 institutions (0.4

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<sup>5</sup> As of 2003 (such information is not available for 1993).

<sup>6</sup> U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 1993 and 2003 “Fall Staff Survey” (data not shown in tables).

<sup>7</sup> Excluding the 220 institutions (7 percent of the total 3,186 institutions) that were unknown for their Carnegie classification in either 1993 or 2003, which accounted for only 2 percent of all staff employed in the 3,186 institutions for both years. See table 1-A for details about how many of these institutions were unknown in Carnegie classification in 1 year or both years.

**Table 1-A. Distribution of postsecondary institutions covered in this study, by institutional characteristics in fall 1993 and 2003**

Institutional characteristics in 1993					Institutional characteristics in 2003		
Control of institution	Control in 2003						
	Total	Public	Private not-for-profit	Private for-profit			
Total	3,186	1,571	1,396	219			
Public	1,567	1,566	1	0			
Private not-for-profit	1,404	3	1,393	8			
Private for-profit	215	2	2	211			
Level of institution	Level in 2003						
	Total	4-year	2-year				
Total	3,186	2,106	1,080				
4-year	1,994	1,993	1				
2-year	1,192	113	1,079				
Sector of institution	Sector in 2003						
	Total	Public 4-year	Private not-for-profit 4-year	Private for-profit 4-year	Public 2-year	Private not-for-profit 2-year	Private for-profit 2-year
Total	3,186	638	1,338	130	933	58	89
Public 4-year	616	615	1	0	0	0	0
Private not-for-profit 4-year	1,307	2	1,297	8	0	0	0
Private for-profit 4-year	71	1	1	68	0	0	1
Public 2-year	951	19	0	0	932	0	0
Private not-for-profit 2-year	97	0	39	0	1	57	0
Private for-profit 2-year	144	1	0	54	0	1	88
Carnegie classification <sup>1</sup>	Carnegie classification in 2003 <sup>1</sup>						
	Total	Doctoral	Master's	Bachelor's	Associate's	Specialized	Unclassified
Total	3,186	255	592	563	1,091	544	141
Doctoral	232	230	1	0	0	1	0
Master's	514	21	477	11	0	5	0
Bachelor's	596	0	92	494	0	9	1
Associate's	1,112	0	0	29	1,053	26	4
Specialized	520	3	16	23	0	475	3
Unclassified	212	1	6	6	38	28	133

<sup>1</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 1-B. Distribution of postsecondary institutions covered in this study and distribution of their staff, by change in institutional characteristics between fall 1993 and 2003**

Change in institutional characteristics between 1993 and 2003	Institutions		Staff (as percent of all staff)	
	Number	Percent of all institutions	1993	2003
Control of institution				
Total	3,186	100.0	100.0	100.0
Same control in both years	3,170	99.5	99.9	99.9
Changed in control	16	0.5	0.1	0.1
Level of institution				
Total	3,186	100.0	100.0	100.0
Same level in both years	3,072	96.4	99.1	98.9
Changed from 2-year to 4-year	113	3.5	0.9	1.1
Changed from 4-year to 2-year	1	#	#	#
Sector of institution				
Total	3,186	100.0	100.0	100.0
Same sector in both years	3,057	96.0	99.0	98.9
Changed sector	129	4.0	1.0	1.1
Carnegie classification <sup>1,2</sup>				
Total	2,966	100.0	100.0	100.0
Same Carnegie in both years	2,729	92.0	95.9	95.5
Changed upward in Carnegie <sup>3</sup>	142	4.8	2.9	3.3
Changed downward in Carnegie <sup>4</sup>	12	0.4	0.2	0.2
Changed to specialized <sup>5</sup>	41	1.4	0.3	0.3
Changed to unspecialized <sup>6</sup>	42	1.4	0.7	0.7

# Rounds to zero.

<sup>1</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.<sup>2</sup>Excluding institutions whose Carnegie classification was unknown in at least one of the two survey years. A total of 220 (see table 1-A for details) institutions were not classified by the Carnegie system either in 1993 or 2003, representing 2 percent of all staff employed for both years.<sup>3</sup>From associate's to bachelor's or from bachelor's to master's or from master's to doctoral.<sup>4</sup>From doctoral to master's or from master's to bachelor's.<sup>5</sup>From associate's/bachelor's/master's/doctoral to specialized.<sup>6</sup>From specialized to bachelor's/master's/doctoral.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

percent) shifted downward in Carnegie classification by changing from doctoral to master's (1 institution) or from master's to bachelor's (11 institutions) during the decade. These institutions represented only 0.2 percent of the entire workforce of the study population of institutions in both 1993 and 2003.



Instead of changes in Carnegie classification by moving upward or downward in the level of degree offering as described above, some institutions experienced changes in their status as specialized or “specialty” institutions—that is, institutions that award the majority of their degrees to particular fields of study. There were 41 institutions (1 percent) that gained a specialty status during the decade by changing from nonspecialized in 1993 to specialized in 2003; they made up a small proportion (0.3 percent) of the workforce. In addition, 42 institutions that were specialized in 1993 were nonspecialized (as bachelor’s, master’s, or doctoral) in 2003; they represented close to 1 percent of the entire staff workforce in the 3,186 institutions.

Because these changes in the characteristics of the relatively small number of institutions resulted in virtually no change in the staffing structure overall, such institutions remained in the analysis. However, to illuminate how these institutions changed in staff structure and salaries, data are presented separately for the five groups of institutions that had changes in characteristics during the decade.

### ***Carnegie Classification of Institution***

As mentioned earlier, all institutional characteristics data used in this study came from the corresponding year’s IC component, with the exception of institutions surveyed in 1993 for which the 1994 Carnegie classification data as reported in the IC of fall 1994 were used. The Carnegie 1994 classification was developed based on institutional characteristics information for 1988, 1989, 1990, 1991, and 1992.<sup>8</sup> Therefore, any changes in the characterization of most institutions over 1 year should be minimal.

Because of changes between the 1994 and 2000 Carnegie classifications (e.g., federal funding was used to differentiate doctorate-granting institutions in the 1994 classification system, but not in the 2000 system, and the definition of “Baccalaureate liberal arts colleges” has changed slightly [McCormick 2000]), individual categories could not be directly compared between the two classifications. To make the two classifications comparable—and make comparisons between the two datasets more meaningful—this study collapsed certain categories from both classifications to create a more unified system. This aggregated version of the classification divides institutions into the following five broad categories: doctorate-granting universities, master’s universities and colleges, bachelor’s colleges, associate’s colleges, and specialized institutions (including tribal universities and colleges). Details about how this new

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<sup>8</sup> From the documentation provided by the Carnegie Foundation for the Advancement of Teaching. The book *A Classification of Institutions of Higher Education*, 1994 edition, with a foreword by Ernest L. Boyer, is available from California/Princeton Fulfillment Services, 1445 Lower Ferry Road, Ewing, NJ 08618.

version relates to the 1994 and 2000 Carnegie classifications are shown in table A-1 in appendix A.

### ***Classification of Staff by Primary Occupation***

The principal activity of a staff member as determined by the institution is referred to as the primary occupation in this study. NCES divides higher education employees into the following eight broad categories based on their primary occupation:

- **Executive, administrative, and managerial employees** are defined as individuals whose assignments require management of the institution or a customarily recognized department or subdivision thereof.
- **Faculty<sup>9</sup> (instructional/research/public service)** are employees identified by the institution as those whose initial assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities). (Librarians and counselors are normally reported in the other professional category, defined below; however, some institutions treat them like faculty.) Faculty are appointed either full time or part time. Based on the length of their salary contracts, full-time faculty are further divided into three subgroups: less-than-9-month contract faculty; 9- to 10-month contract faculty, three quarters, two trimesters, two 4-month sessions, or the equivalent; and 11- to 12-month contract faculty.
- **Instruction/research assistants** are students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research (excluding students in the College Work Study Program).
- **Other professionals (support/service)** are staff employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background (e.g., job titles such as business operations specialists, financial examiners and counselors, and lawyers).
- **Technical staff and paraprofessionals** are persons whose assignments require specialized knowledge or skills that may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma (e.g., job titles such as mathematical technicians, paralegals and legal assistants, and health technologists and technicians).

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<sup>9</sup> “Faculty” as defined in the “Fall Staff Survey” is more inclusive than “instructional faculty,” the domain of most studies on faculty salaries. In the IPEDS “Faculty Survey,” the “instructional faculty” category is limited to faculty with instruction as their primary responsibility or as one component of their work activities, whereas the definition in the “Fall Staff Survey” does not impose this limitation (e.g., librarians and counselors at some institutions are reported as faculty). Comparisons in the total number of full-time faculty between these two IPEDS surveys for institutions covered in this study show that “instructional faculty” made up 82 percent of all “faculty” in 1993, and 83 percent in 2003.

- **Clerical and secretarial staff** are all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature, including personnel who are responsible for internal and external communications and recording and retrieval of data (other than computer programmers) and/or information and other paperwork required in an office.
- **Skilled crafts staff** are defined as persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs (e.g., cabinetmakers and bench carpenters and medical, dental, and ophthalmic laboratory technicians).
- **Service/maintenance** refers to persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property (e.g., job titles such as fire fighters, waiters and waitresses, and mechanics).

While useful in conceptualizing the operational aspects of the postsecondary workforce, variations may exist within these broad categories due to factors other than primary occupation activities such as longevity of service, academic ranking among faculty or level of administration/management for staff in executive, administrative, and managerial positions. These variations are not reflected in this study.

### ***Computation of Average Salaries***

The IPEDS salary data are collected in the form of distributions by salary class intervals rather than by the actual salary dollar amount. These class intervals have changed over time, complicating year-by-year comparisons in staff salaries. For example, in 2003, the salaries of full-time staff in executive, administrative, and managerial positions were reported in terms of the number of staff whose salaries were in the following seven ranges: (1) less than \$30,000; (2) \$30,000–39,999; (3) \$40,000–49,999; (4) \$50,000–64,999; (5) \$65,000–79,999; (6) \$80,000–99,999; and (7) \$100,000 or more. In 1993, however, eight intervals for the same staff group were used, with different ranges: (1) less than \$20,000; (2) \$20,000–24,999; (3) \$25,000–29,999; (4) \$30,000–34,999; (5) \$35,000–39,999; (6) \$40,000–44,999; (7) \$45,000–54,999; and (8) \$55,000 or more.

To enable comparisons over time, the categorical salary information was transformed into a continuous variable through a methodology that is used for analyzing categorically collected family income data in the Current Population Surveys (CPS) (e.g., Kaufman et al. 2000; Kaufman, Alt, and Chapman 2001). The transformation was accomplished by randomly

assigning a salary value for each staff member from the salary interval to which his or her salary belonged. For intervals below the median, a rectangular probability density function was used; for those at or above the median, a Pareto probability density function was used. The rectangular distribution assumes that individuals are evenly distributed throughout the salary range. The Pareto distribution assumes a linear relationship between proportional increases in salary and proportional decreases in the number of individuals. Using this methodology, if the continuous salary variable was transformed back into a categorical variable, the value for each staff member would be identical to the original data.

This approach was applied separately for each primary occupation group of postsecondary staff. Based on the derived continuous salary variable, the average salary was calculated for each salary class interval. All average salaries reported in this study were calculated from these starting point values. Readers should be aware of this data manipulation limitation when interpreting salary data reported in this study. Additionally, it is worth pointing out that since IPEDS surveys collect data at the institutional level rather than the individual level, average salaries are computed by dividing the salary outlay by the corresponding number of employees. Consequently, the total rows in average salaries tables as reported in this study do not necessarily match the arithmetic averages among corresponding subcategories as illustrated in table B-1 in appendix B.

## **Organization of the Report**

This report consists of three sections. It begins by describing the changes that took place between 1993 and 2003 in the size of the postsecondary education workforce. The next section examines how postsecondary staff were distributed across types of institution and by employee characteristics. Focusing on full-time employees, the last section of the report describes the average salaries of staff on college and university campuses and changes over time, with particular attention to salary differences among various groups of staff (e.g., by gender and race/ethnicity).

## Growth in the Total Number of Staff at Postsecondary Institutions

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In fall 2003, some 3,108,300 staff were employed at 3,186 Title IV eligible, degree-granting postsecondary institutions in the 50 states and the District of Columbia. This represents an increase of 22 percent from its workforce in 1993 (2,545,900) (table 2), outpacing the growth in both the civilian labor force (13 percent) (U.S. Census Bureau 2005, No. 569) and the resident population (12 percent) (U.S. Census Bureau 2005, No. 2). The growth translates to an increase in the proportion of postsecondary staff in the civilian labor force from 1.8 percent in 1993 to 2.1 percent in 2003 (U.S. Census Bureau 2005, No. 573).<sup>10</sup> During this decade, the growth rate in the total number of postsecondary staff also outpaced that in total student enrollment (22 vs. 16 percent),<sup>11</sup> similar to the pattern observed between 1976 and 1993 (Cahalan and Roey 1996), and slightly decreasing the student-to-staff ratio.<sup>12</sup>

Figure 2 compares the overall growth rate in total number of staff employed among institutions by grouping them based on whether and how they had changed in institutional characteristics during the decade studied. Since almost all staff (99 percent) (table 1-B) were employed at institutions that had not changed in sector, the overall growth in size of the workforce for such institutions is 22 percent, the same as that when staff from all institutions are considered. Likewise, the workforce increased by 21 percent at institutions that had the same Carnegie classification in 1993 and 2003.

On the other hand, staff at institutions that experienced changes in their institutional characteristics saw more growth in total numbers in general. Perhaps as one would expect, for institutions that were 2-year in 1993 but 4-year in 2003, their workforce increased by 37 percent during the decade (figure 2). Similarly, the growth in number of staff at institutions that moved upward in Carnegie classification (i.e., from associate's to bachelor's, from bachelor's to master's, or from master's to doctoral) is also higher (35 percent). In contrast, the postsecondary workforce at the few (12) institutions that changed downward in Carnegie classification (from

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<sup>10</sup> The civilian, noninstitutional labor force among those 16 years old and over was 129,920,000 in 1993 and 146,510,000 in 2003.

<sup>11</sup> The rate of increase in total enrollment is based on the IPEDS 1993 and 2003 "Fall Enrollment Surveys" (data not shown in tables but available at <http://nces.ed.gov/ipeds/pas/dct/inc/expire.asp>).

<sup>12</sup> From 5.4 in 1993 to 5.1 in 2003 (data not shown in tables). Enrollment data source is as above.

**Table 2. Number of employees in postsecondary institutions and percentage change since fall 1993, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993	2003	Percent change since 1993
Total	2,545,920	3,108,301	22.1
Control of institution <sup>1</sup>			
Public	1,783,028	2,128,733	19.4
Private not-for-profit	741,471	926,068	24.9
Private for-profit	19,916	50,782	155.0
Level of institution <sup>2</sup>			
4-year	2,062,658	2,499,229	21.2
2-year	459,312	576,299	25.5
Sector of institution <sup>3</sup>			
Public 4-year	1,320,877	1,549,681	17.3
Private not-for-profit 4-year	731,029	913,026	24.9
Private for-profit 4-year	9,518	34,031	257.5
Public 2-year	449,119	561,894	25.1
Private not-for-profit 2-year	4,722	5,627	19.2
Private for-profit 2-year	5,417	8,689	60.4
Carnegie classification of institution <sup>4,5</sup>			
Doctorate-granting	1,204,409	1,447,057	20.1
Master's	372,756	475,206	27.5
Bachelor's	150,500	183,746	22.1
Associate's	463,240	582,711	25.8
Specialized	202,556	217,632	7.4
Employment status			
Full-time	1,744,550	2,034,352	16.6
Part-time	801,370	1,073,949	34.0
Gender			
Male	1,229,449	1,459,992	18.8
Female	1,316,471	1,648,309	25.2
Race/ethnicity <sup>6</sup>			
White	1,976,208	2,232,377	13.0
Black	267,935	304,488	13.6
Hispanic	99,632	160,500	61.1
Asian	94,230	153,393	62.8
American Indian	12,288	17,803	44.9
Nonresident alien	69,857	143,016	104.7
Race/ethnicity unknown	25,770	96,724	275.3

See notes at end of table.

**Table 2. Number of employees in postsecondary institutions and percentage change since fall 1993, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993	2003	Percent change since 1993
Primary occupation			
Professional (total)	1,650,319	2,205,055	33.6
Executive/administrative/managerial	139,674	178,868	28.1
Faculty	892,896	1,128,770	26.4
Full-time	534,073	613,050	14.8
9 to 10 months	378,841	438,592	15.8
11 to 12 months	150,246	170,937	13.8
Less than 9 months	4,986	3,521	-29.4
Part-time	358,823	515,720	43.7
Instruction/research assistant	201,996	292,783	44.9
Professional support/service	415,753	604,634	45.4
Nonprofessional (total)	895,601	903,246	0.9
Technical/paraprofessional	180,049	192,353	6.8
Clerical/secretarial	428,434	428,900	0.1
Skilled crafts	62,928	61,382	-2.5
Service/maintenance	224,190	220,611	-1.6

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

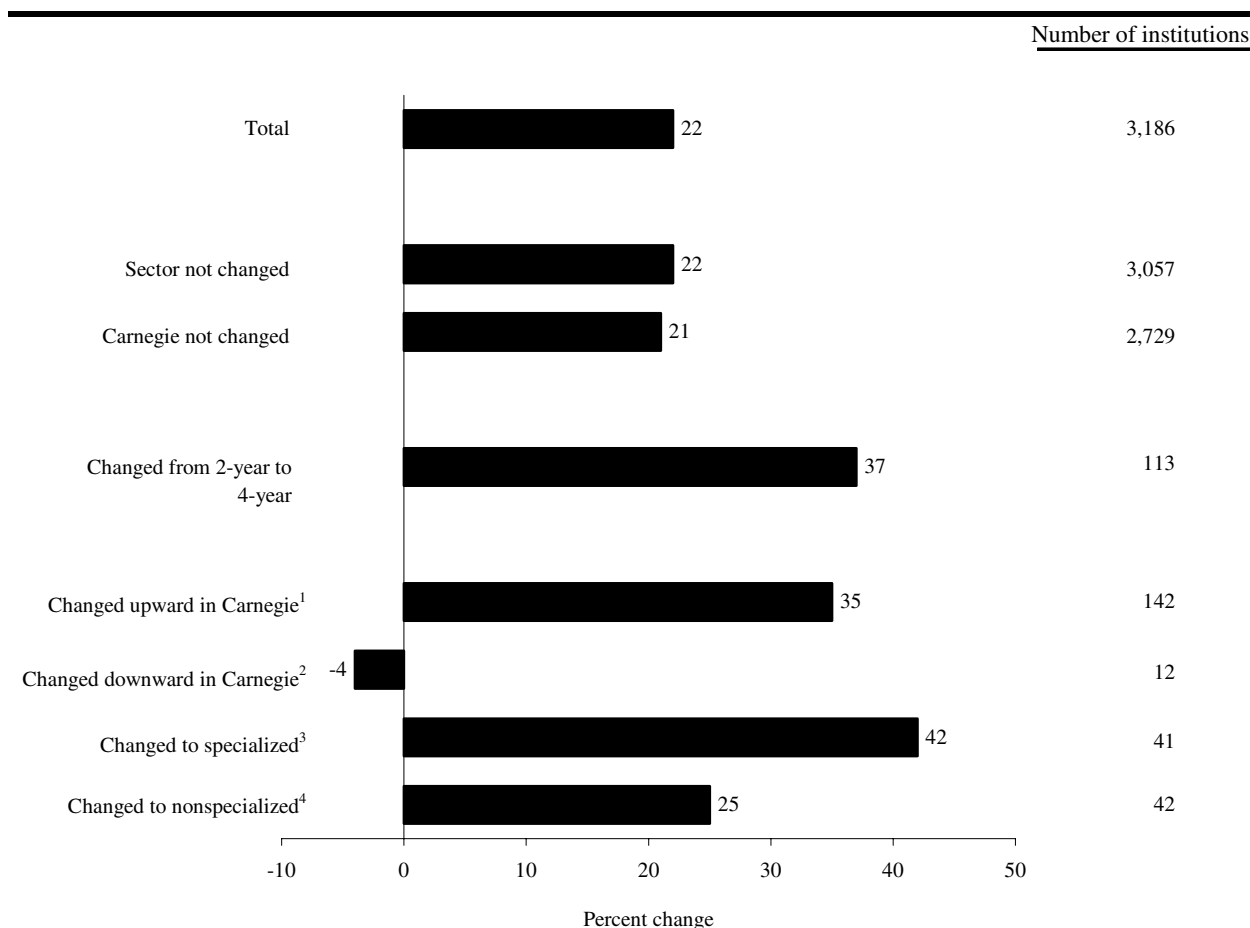
<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Figure 2. Percentage change in total number of staff employed in postsecondary institutions, by change in institutional characteristics: Fall 1993–2003**



<sup>1</sup> From associate's to bachelor's or from bachelor's to master's or from master's to doctoral.

<sup>2</sup> From doctoral to master's or from master's to bachelor's.

<sup>3</sup> From associate's/bachelor's/master's/doctoral to specialized.

<sup>4</sup> From specialized to bachelor's/master's/doctoral.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

master's to bachelor's or from doctoral to master's) decreased by 4 percent between 1993 and 2003. In fact, this is the only subgroup of institutions that saw their total number of staff decline during the decade.<sup>13</sup> At the opposite end of the growth rate spectrum are institutions that changed from nonspecialized to specialized institutions over time; their workforce increased by 42

<sup>13</sup> It should be cautioned that this negative growth rate in total number of staff employed refers to only 12 institutions (as shown in table 1-B).



percent, in contrast to 25 percent at institutions that were specialized institutions in 1993 but nonspecialized in 2003.

As described earlier (and shown in table 1-B), some institutions—albeit relatively few—experienced changes in their institutional characteristics during the decade under study (e.g., from 2-year to 4-year). Therefore, when discussing patterns of growth in the total number of staff employed in relation to type of institution below, only institutions that remained unchanged in institutional characteristics were included. Otherwise, staff employed at institutions that had changed characteristics over time would be counted as one group of institutions in 1993 and as another group in 2003.

## **Type of Institution**

Between 1993 and 2003, the rate of increase in total number of staff employed at postsecondary institutions that had not changed in characteristics over the 10-year period differed by type of institution. The growth was slower at public 4-year than at private not-for-profit 4-year or public 2-year institutions (17 percent for the former and 25 percent for the latter) (table 2). Examining changes by Carnegie classification, the increase in the number of staff employed was highest at master's institutions (27 percent), followed closely by associate's colleges (26 percent), bachelor's institutions (22 percent), and doctoral institutions (20 percent). However, specialized institutions as a whole had a much smaller growth rate; their total number of staff increased only by 7 percent between 1993 and 2003.<sup>14</sup>

## **Employment Status**

While the total number of part-time staff at postsecondary institutions increased by 34 percent between 1993 and 2003, full-time staff grew by 17 percent (table 3). This trend reflected the increased use of part-time employees on postsecondary campuses that started in the 1970s (Cahalan and Roey 1996).

The increase in the total number of part-time staff was observed across all major institutional sectors. For example, part-time staff increased by 31 to 35 percent at 4-year (public and private not-for-profit) institutions, compared with an increase of 12 to 21 percent for full-time staff (table 3). This pattern also occurred across Carnegie classifications. For example, the

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<sup>14</sup> It should be pointed out that there are great variations in growth rates among different types of specialized institutions. For instance, while the postsecondary workforce at medical schools and medical centers decreased by 5 percent, it more than doubled (102 percent) at institutions of business and management (data not shown in tables).

**Table 3. Number of full-time and part-time employees in postsecondary institutions, percentage change since fall 1993, and percentage of part-time staff, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993		2003		Percent change since 1993		Percent of staff that are part-time	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	1993	2003
Total	1,744,550	801,370	2,034,352	1,073,949	16.6	34.0	31.5	34.6
Control of institution <sup>1</sup>								
Public	1,187,206	595,822	1,346,393	782,340	13.4	31.3	33.4	36.8
Private not-for-profit	545,410	196,061	661,285	264,783	21.2	35.1	26.4	28.6
Private for-profit	10,868	9,048	24,819	25,963	128.4	186.9	45.4	51.1
Level of institution <sup>2</sup>								
4-year	1,496,678	565,980	1,735,500	763,729	16.0	34.9	27.4	30.6
2-year	233,888	225,424	281,457	294,842	20.3	30.8	49.1	51.2
Sector of institution <sup>3</sup>								
Public 4-year	953,220	367,657	1,066,880	482,801	11.9	31.3	27.8	31.2
Private not-for-profit 4-year	538,506	192,523	652,920	260,106	21.2	35.1	26.3	28.5
Private for-profit 4-year	4,092	5,426	14,009	20,022	242.4	269.0	57.0	58.8
Public 2-year	227,043	222,076	272,163	289,731	19.9	30.5	49.4	51.6
Private not-for-profit 2-year	3,199	1,523	3,645	1,982	13.9	30.1	32.3	35.2
Private for-profit 2-year	3,593	1,824	5,573	3,116	55.1	70.8	33.7	35.9
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	857,570	346,839	995,196	451,861	16.0	30.3	28.8	31.2
Master's	274,688	98,068	326,353	148,853	18.8	51.8	26.3	31.3
Bachelor's	115,155	35,345	139,584	44,162	21.2	24.9	23.5	24.0
Associate's	234,536	228,704	282,482	300,229	20.4	31.3	49.4	51.5
Specialized	157,096	45,460	165,429	52,203	5.3	14.8	22.4	24.0
Gender								
Male	836,141	393,308	941,520	518,472	12.6	31.8	32.0	35.5
Female	908,409	408,062	1,092,832	555,477	20.3	36.1	31.0	33.7
Race/ethnicity <sup>6</sup>								
White	1,361,638	614,570	1,505,258	727,119	10.5	18.3	31.1	32.6
Black	213,883	54,052	231,899	72,589	8.4	34.3	20.2	23.8
Hispanic	72,934	26,698	114,820	45,680	57.4	71.1	26.8	28.5
Asian	60,958	33,272	104,279	49,114	71.1	47.6	35.3	32.0
American Indian	8,943	3,345	12,465	5,338	39.4	59.6	27.2	30.0
Nonresident alien	23,591	46,266	43,585	99,431	84.8	114.9	66.2	69.5
Race/ethnicity unknown	2,603	23,167	22,046	74,678	746.9	222.3	89.9	77.2

See notes at end of table.

**Table 3. Number of full-time and part-time employees in postsecondary institutions, percentage change since fall 1993, and percentage of part-time staff, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993		2003		Percent change since 1993		Percent of staff that are part-time	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	1993	2003
Primary occupation								
Professional	1,015,552	634,767	1,302,352	902,703	28.2	42.2	38.5	40.9
Executive/administrative/managerial	134,074	5,600	172,720	6,148	28.8	9.8	4.0	3.4
Faculty	534,073	358,823	613,050	515,720	14.8	43.7	40.2	45.7
Full-time	534,073	†	613,050	†	14.8	†	†	†
9 to 10 months	378,841	†	438,592	†	15.8	†	†	†
11 to 12 months	150,246	†	170,937	†	13.8	†	†	†
Less than 9 months	4,986	†	3,521	†	-29.4	†	†	†
Part-time	†	358,823	†	515,720	†	43.7	†	†
Instruction/research assistant	†	201,996	†	292,783	†	44.9	†	†
Professional support/service	347,405	68,348	516,582	88,052	48.7	28.8	16.4	14.6
Nonprofessional	728,998	166,603	732,000	171,246	0.4	2.8	18.6	19.0
Technical/paraprofessional	139,599	40,450	151,444	40,909	8.5	1.1	22.5	21.3
Clerical/secretarial	344,452	83,982	338,354	90,546	-1.8	7.8	19.6	21.1
Skilled crafts	59,877	3,051	58,560	2,822	-2.2	-7.5	4.8	4.6
Service/maintenance	185,070	39,120	183,642	36,969	-0.8	-5.5	17.4	16.8

† Not applicable.

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

use of part-time staff increased by 52 percent at master's colleges and universities, compared with an increase of 19 percent for their full-time colleagues.

While there was more growth in both male and female part-time staff than in full-time staff (32 vs. 13 percent increase among males and 36 vs. 20 percent among females), this part-time versus full-time differential was not true across all racial/ethnic groups. For Asians<sup>15</sup> and staff whose race/ethnicity is unknown, there was actually more growth in the total number of full-time staff than of part-time staff (71 vs. 48 percent for Asian staff and 747 vs. 222 percent for staff whose race/ethnicity is unknown).

The greater increase between 1993 and 2003 in part-time staff, relative to full-time staff, was not observed in all primary occupation categories, either. While the growth of part-time faculty outpaced that of their full-time counterparts (an increase of 44 vs. 15 percent), the opposite was observed for executive, administrative, and managerial staff and professional support/service staff (10 vs. 29 percent for the former and 29 vs. 49 percent for the latter).

## **Gender**

The number of female staff on postsecondary campuses grew more than male staff (25 vs. 19 percent), increasing the percentage of females in the workforce at higher education institutions from 52 percent in 1993 to 53 percent in 2003 (table 4).

The growth of female staff outpaced that of male staff in all but two sectors<sup>16</sup> and across most Carnegie classification groups.<sup>17</sup> Furthermore, the total number of female staff increased at rates faster than those for male staff with regards to both part-time and full-time employment and across all racial/ethnic backgrounds.

However, while the increase in female staff outpaced that of male staff among those in the three academic core categories (faculty; executive, administrative, and managerial; and instruction/research assistant) between 1993 and 2003, the opposite occurred among those in the three main support staff groups (professional support/service; technical and paraprofessional; and clerical and secretarial). In particular, while the female-dominated clerical/secretarial staff as a whole hardly increased (0.1 percent, table 2), the total number of female staff decreased by 2

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<sup>15</sup> For ease of presentation, throughout this study, "Asian" stands for "Asian/Pacific Islander," and "American Indian" stands for "American Indian/Alaska Native." Similarly, "White" refers to "White, non-Hispanic," while "Black" refers to "Black, non-Hispanic."

<sup>16</sup> Except for the two for-profit sectors where male staff surpassed their female counterparts in percentage increase in numbers.

<sup>17</sup> Except for specialized institutions where female staff increased by 6 percent while their male counterparts increased by 9 percent.

**Table 4. Number of male and female employees in postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993		2003		Percent change since 1993		Percent female	
	Male	Female	Male	Female	Male	Female	1993	2003
Total	1,229,449	1,316,471	1,459,992	1,648,309	18.8	25.2	51.7	53.0
Control of institution <sup>1</sup>								
Public	864,442	918,586	998,417	1,130,316	15.5	23.0	51.5	53.1
Private not-for-profit	354,435	387,036	432,948	493,120	22.2	27.4	52.2	53.2
Private for-profit	9,911	10,005	27,434	23,348	176.8	133.4	50.2	46.0
Level of institution <sup>2</sup>								
4-year	1,007,913	1,054,745	1,191,261	1,307,968	18.2	24.0	51.1	52.3
2-year	210,629	248,683	253,069	323,230	20.1	30.0	54.1	56.1
Sector of institution <sup>3</sup>								
Public 4-year	652,532	668,345	743,762	805,919	14.0	20.6	50.6	52.0
Private not-for-profit 4-year	349,681	381,348	427,008	486,018	22.1	27.4	52.2	53.2
Private for-profit 4-year	5,119	4,399	19,392	14,639	278.8	232.8	46.2	43.0
Public 2-year	206,226	242,893	246,663	315,231	19.6	29.8	54.1	56.1
Private not-for-profit 2-year	2,056	2,666	2,369	3,258	15.2	22.2	56.5	57.9
Private for-profit 2-year	2,315	3,102	3,997	4,692	72.7	51.3	57.3	54.0
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	603,473	600,936	705,940	741,117	17.0	23.3	49.9	51.2
Master's	185,587	187,169	223,076	252,130	20.2	34.7	50.2	53.1
Bachelor's	72,272	78,228	85,909	97,837	18.9	25.1	52.0	53.2
Associate's	212,839	250,401	257,321	325,390	20.9	29.9	54.1	55.8
Specialized	83,968	118,588	91,820	125,812	9.4	6.1	58.5	57.8
Employment status								
Full-time	836,141	908,409	941,520	1,092,832	12.6	20.3	52.1	53.7
Part-time	393,308	408,062	518,472	555,477	31.8	36.1	50.9	51.7
Race/ethnicity <sup>6</sup>								
White	959,184	1,017,024	1,048,489	1,183,888	9.3	16.4	51.5	53.0
Black	103,641	164,294	116,111	188,377	12.0	14.7	61.3	61.9
Hispanic	46,273	53,359	70,114	90,386	51.5	69.4	53.6	56.3
Asian	52,133	42,097	78,233	75,160	50.1	78.5	44.7	49.0
American Indian	5,570	6,718	7,719	10,084	38.6	50.1	54.7	56.6
Nonresident alien	48,085	21,772	89,417	53,599	86.0	146.2	31.2	37.5
Race/ethnicity unknown	14,563	11,207	49,909	46,815	242.7	317.7	43.5	48.4

See notes at end of table.

**Table 4. Number of male and female employees in postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993		2003		Percent change since 1993		Percent female	
	Male	Female	Male	Female	Male	Female	1993	2003
Primary occupation								
Professional	911,026	739,293	1,128,717	1,076,338	23.9	45.6	44.8	48.8
Executive/administrative/managerial	80,526	59,148	88,297	90,571	9.7	53.1	42.3	50.6
Faculty	547,808	345,088	639,734	489,036	16.8	41.7	38.6	43.3
Full-time	356,025	178,048	372,616	240,434	4.7	35.0	33.3	39.2
9 to 10 months	249,418	129,423	261,410	177,182	4.8	36.9	34.2	40.4
11 to 12 months	103,728	46,518	109,314	61,623	5.4	32.5	31.0	36.1
Less than 9 months	2,879	2,107	1,892	1,629	-34.3	-22.7	42.3	46.3
Part-time	191,783	167,040	267,118	248,602	39.3	48.8	46.6	48.2
Instruction/research assistant	119,895	82,101	157,276	135,507	31.2	65.0	40.6	46.3
Professional support/service	162,797	252,956	243,410	361,224	49.5	42.8	60.8	59.7
Nonprofessional	318,423	490,786	331,275	489,007	4.0	-0.4	60.7	59.6
Technical/paraprofessional	71,734	108,315	78,191	114,162	9.0	5.4	60.2	59.4
Clerical/secretarial	49,989	378,445	58,251	370,649	16.5	-2.1	88.3	86.4
Skilled crafts	58,902	4,026	57,186	4,196	-2.9	4.2	6.4	6.8
Service/maintenance	137,798	86,392	137,647	82,964	-0.1	-4.0	38.5	37.6

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

percent, compared with an increase of 17 percent in the total number of male employees in clerical and secretarial positions.

## **Race/Ethnicity**

Given the increasing visibility of racial/ethnic minorities in the U.S. population, it is no surprise that the growth in the total numbers of Asian, Hispanic, and American Indian staff at postsecondary institutions all outpaced White staff between 1993 and 2003 (63, 61, and 45 percent, respectively, vs. 13 percent) (tables 5-A, 5-B, and 5-C). Although the increase for Black employees also exceeded that for their White counterparts, the growth rate for both was below the national average (14 and 13 vs. 22 percent, respectively).

The number of nonresident alien staff in postsecondary institutions totaled 143,016 in 2003, more than doubling their number (69,857) in 1993. This growth reflects, at least partly, the increasing enrollment of foreign graduate students on campuses (e.g., from 11 percent in 1990 to 13 percent in 2002) (U.S. Department of Education 2005b, table 206). Foreign graduate students made up the majority of instruction/research assistant staff in both years, though more so in 2003 than in 1993, as will be shown later. Staff whose racial/ethnic status is unknown more than tripled (275 percent) in number between 1993 and 2003.

## **Primary Occupation**

The growth in the total number of professional staff was greater than that of nonprofessional staff between 1993 and 2003. While the numbers of staff in each professional group (professional support/service; instruction/research assistant; executive, administrative, and managerial; and faculty) increased at above-average rates (45, 45, 28, and 26 percent, respectively), the increase for their nonprofessional counterparts as a whole plateaued at about 0.9 million during the decade for a 1 percent increase (tables 6-A, 6-B, and 6-C). Staff in skilled crafts positions, as well as those in service/maintenance, actually decreased in number (by about 2 percent for both). This may reflect the cost-control strategy, adopted by colleges and universities in the 1990s, of outsourcing the services of nonprofessional support jobs, while protecting the positions of the academic core staff (i.e., faculty; executive, administrative, and managerial; and instruction/research assistant) (Johnsrud 2000).

The increased dependence on technologies—especially those that are computer-based—in the workplace correspond to changes in the composition of the workforce (Hendrickson, Maitland, and Rhoades 1996). This may partially explain the top growth rate (45 percent)

**Table 5-A. Number of employees in postsecondary education institutions in each racial/ethnic group, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	2,545,920	1,976,208	267,935	99,632	94,230	12,288	69,857	25,770
Control of institution <sup>1</sup>								
Public	1,783,028	1,384,049	180,991	71,281	65,075	10,416	54,536	16,680
Private not-for-profit	741,471	574,583	85,470	27,348	28,502	1,804	15,278	8,486
Private for-profit	19,916	16,265	1,397	951	613	49	39	602
Level of institution <sup>2</sup>								
4-year	2,062,658	1,582,224	224,563	76,675	83,962	8,661	69,238	17,335
2-year	459,312	374,087	40,979	22,003	9,969	3,254	600	8,420
Sector of institution <sup>3</sup>								
Public 4-year	1,320,877	1,008,372	138,842	49,152	55,125	7,108	53,961	8,317
Private not-for-profit 4-year	731,029	565,350	84,977	27,033	28,415	1,520	15,260	8,474
Private for-profit 4-year	9,518	7,438	667	445	382	31	13	542
Public 2-year	449,119	365,451	40,341	21,643	9,774	2,983	565	8,362
Private not-for-profit 2-year	4,722	4,031	270	111	51	248	10	1
Private for-profit 2-year	5,417	4,568	368	249	144	6	25	57
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	1,204,409	909,385	121,427	44,269	56,946	5,125	59,458	7,799
Master's	372,756	295,835	42,007	13,760	11,018	1,766	3,267	5,103
Bachelor's	150,500	127,409	14,732	3,037	2,769	313	776	1,464
Associate's	463,240	378,958	41,465	21,895	9,253	2,672	584	8,413
Specialized	202,556	146,405	31,199	9,344	8,397	1,869	4,690	652
Employment status								
Full-time	1,744,550	1,361,638	213,883	72,934	60,958	8,943	23,591	2,603
Part-time	801,370	614,570	54,052	26,698	33,272	3,345	46,266	23,167
Gender								
Male	1,229,449	959,184	103,641	46,273	52,133	5,570	48,085	14,563
Female	1,316,471	1,017,024	164,294	53,359	42,097	6,718	21,772	11,207

See notes at end of table.



**Table 5-A. Number of employees in postsecondary education institutions in each racial/ethnic group, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Primary occupation								
Professional	1,650,319	1,344,670	100,483	43,468	69,368	6,572	63,694	22,064
Executive/administrative/managerial	139,674	120,337	12,272	3,584	2,347	715	276	143
Faculty	892,896	759,467	43,720	22,011	34,605	3,263	14,789	15,041
Full-time	534,073	458,769	24,945	11,934	24,888	1,882	10,769	886
9 to 10 months	378,841	328,669	18,210	8,746	16,008	1,371	5,189	648
11 to 12 months	150,246	126,005	6,475	3,045	8,663	457	5,380	221
Less than 9 months	4,986	4,095	260	143	217	54	200	17
Part-time	358,823	300,698	18,775	10,077	9,717	1,381	4,020	14,155
Instruction/research assistant	201,996	130,639	7,448	5,229	14,792	676	37,639	5,573
Professional support/service	415,753	334,227	37,043	12,644	17,624	1,918	10,990	1,307
Nonprofessional	895,601	631,538	167,452	56,164	24,862	5,716	6,163	3,706
Technical/paraprofessional	180,049	132,120	27,014	8,744	7,614	1,055	2,468	1,034
Clerical/secretarial	428,434	319,873	65,951	24,829	11,752	2,483	1,994	1,552
Skilled crafts	62,928	51,092	6,803	3,402	726	495	143	267
Service/maintenance	224,190	128,453	67,684	19,189	4,770	1,683	1,558	853

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 5-B. Number of employees in postsecondary education institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	3,108,301	2,232,377	304,488	160,500	153,393	17,803	143,016	96,724
Control of institution <sup>1</sup>								
Public	2,167,902	1,523,158	206,239	115,681	106,283	14,449	106,372	56,551
Private not-for-profit	936,689	670,374	93,100	41,507	44,629	2,979	36,432	37,047
Private for-profit	89,578	37,025	4,968	3,162	2,344	165	30	3,088
Level of institution <sup>2</sup>								
4-year	2,565,283	1,777,808	244,959	119,416	134,497	12,649	138,793	71,107
2-year	628,886	432,338	56,004	36,328	18,263	4,813	3,892	24,661
Sector of institution <sup>3</sup>								
Public 4-year	1,574,691	1,092,204	149,418	76,066	88,171	9,748	102,192	31,882
Private not-for-profit 4-year	929,260	659,403	92,405	41,144	44,462	2,623	36,405	36,584
Private for-profit 4-year	61,332	24,535	2,971	2,071	1,738	99	14	2,603
Public 2-year	593,211	421,428	54,548	35,618	17,827	4,463	3,876	24,134
Private not-for-profit 2-year	7,429	4,641	368	140	107	288	8	75
Private for-profit 2-year	28,246	6,232	1,084	557	325	31	8	452
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	1,500,038	1,000,246	126,311	67,151	88,646	7,201	122,313	35,189
Master's	529,079	352,339	50,666	25,214	18,778	2,654	6,898	18,657
Bachelor's	208,845	148,145	19,340	4,851	4,377	539	1,893	4,601
Associate's	626,573	436,121	56,741	39,376	17,591	3,872	3,860	25,150
Specialized	237,326	144,321	31,005	13,995	15,636	2,698	4,811	5,166
Employment status								
Full-time	2,085,942	1,505,258	231,899	114,820	104,279	12,465	43,585	22,046
Part-time	1,108,227	727,119	72,589	45,680	49,114	5,338	99,431	74,678
Gender								
Male	1,499,538	1,048,489	116,111	70,114	78,233	7,719	89,417	49,909
Female	1,694,631	1,183,888	188,377	90,386	75,160	10,084	53,599	46,815

See notes at end of table.

**Table 5-B. Number of employees in postsecondary education institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Primary occupation								
Professional	2,205,055	1,633,479	146,697	80,125	119,283	10,698	133,616	81,157
Executive/administrative/managerial	178,868	146,631	16,937	6,729	4,772	955	771	2,073
Faculty	1,128,770	885,324	62,198	38,071	58,292	5,180	28,256	51,449
Full-time	613,050	491,211	31,760	19,195	40,535	2,801	21,143	6,405
9 to 10 months	438,592	358,201	23,303	14,125	25,457	2,212	11,071	4,223
11 to 12 months	170,937	130,673	8,254	4,847	14,871	534	9,757	2,001
Less than 9 months	3,521	2,337	203	223	207	55	315	181
Part-time	515,720	394,113	30,438	18,876	17,757	2,379	7,113	45,044
Instruction/research assistant	292,783	150,213	10,261	8,615	20,365	1,186	85,738	16,405
Professional support/service	604,634	451,311	57,301	26,710	35,854	3,377	18,851	11,230
Nonprofessional	903,246	598,898	157,791	80,375	34,110	7,105	9,400	15,567
Technical/paraprofessional	192,353	132,822	26,968	13,574	10,649	1,439	3,147	3,754
Clerical/secretarial	428,900	294,800	66,870	36,841	15,927	3,051	4,115	7,296
Skilled crafts	61,382	48,001	6,789	4,217	1,074	639	129	533
Service/maintenance	220,611	123,275	57,164	25,743	6,460	1,976	2,009	3,984

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003.

Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003.

Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003.

Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 5-C. Percentage change since fall 1993 in number of employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	22.1	13.0	13.6	61.1	62.8	44.9	104.7	275.3
Control of institution <sup>1</sup>								
Public	21.6	10.1	13.9	62.3	63.3	38.7	95.0	239.0
Private not-for-profit	26.3	16.7	8.9	51.8	56.6	65.1	138.5	336.6
Private for-profit	349.8	127.6	255.6	232.5	282.4	236.7	-23.1	413.0
Level of institution <sup>2</sup>								
4-year	24.4	12.4	9.1	55.7	60.2	46.0	100.5	310.2
2-year	36.9	15.6	36.7	65.1	83.2	47.9	548.7	192.9
Sector of institution <sup>3</sup>								
Public 4-year	19.2	8.3	7.6	54.8	59.9	37.1	89.4	283.3
Private not-for-profit 4-year	27.1	16.6	8.7	52.2	56.5	72.6	138.6	331.7
Private for-profit 4-year	544.4	229.9	345.4	365.4	355.0	219.4	7.7	380.3
Public 2-year	32.1	15.3	35.2	64.6	82.4	49.6	586.0	188.6
Private not-for-profit 2-year	57.3	15.1	36.3	26.1	109.8	16.1	-20.0	7400.0
Private for-profit 2-year	421.4	36.4	194.6	123.7	125.7	416.7	-68.0	693.0
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	24.5	10.0	4.0	51.7	55.7	40.5	105.7	351.2
Master's	41.9	19.1	20.6	83.2	70.4	50.3	111.1	265.6
Bachelor's	38.8	16.3	31.3	59.7	58.1	72.2	143.9	214.3
Associate's	35.3	15.1	36.8	79.8	90.1	44.9	561.0	198.9
Specialized	17.2	-1.4	-0.6	49.8	86.2	44.4	2.6	692.3
Employment status								
Full-time	19.6	10.5	8.4	57.4	71.1	39.4	84.8	746.9
Part-time	38.3	18.3	34.3	71.1	47.6	59.6	114.9	222.3
Gender								
Male	22.0	9.3	12.0	51.5	50.1	38.6	86.0	242.7
Female	28.7	16.4	14.7	69.4	78.5	50.1	146.2	317.7

See notes at end of table.

**Table 5-C. Percentage change since fall 1993 in number of employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003**  
—Continued

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Primary occupation								
Professional	33.6	21.5	46.0	84.3	72.0	62.8	109.8	267.8
Executive/administrative/managerial	28.1	21.9	38.0	87.8	103.3	33.6	179.3	1349.7
Faculty	26.4	16.6	42.3	73.0	68.4	58.7	91.1	242.1
Full-time	14.8	7.1	27.3	60.8	62.9	48.8	96.3	622.9
9 to 10 months	15.8	9.0	28.0	61.5	59.0	61.3	113.4	551.7
11 to 12 months	13.8	3.7	27.5	59.2	71.7	16.8	81.4	805.4
Less than 9 months	-29.4	-42.9	-21.9	55.9	-4.6	1.9	57.5	964.7
Part-time	43.7	31.1	62.1	87.3	82.7	72.3	76.9	218.2
Instruction/research assistant	44.9	15.0	37.8	64.8	37.7	75.4	127.8	194.4
Professional support/service	45.4	35.0	54.7	111.2	103.4	76.1	71.5	759.2
Nonprofessional	0.9	-5.2	-5.8	43.1	37.2	24.3	52.5	320.0
Technical/paraprofessional	6.8	0.5	-0.2	55.2	39.9	36.4	27.5	263.1
Clerical/secretarial	0.1	-7.8	1.4	48.4	35.5	22.9	106.4	370.1
Skilled crafts	-2.5	-6.0	-0.2	24.0	47.9	29.1	-9.8	99.6
Service/maintenance	-1.6	-4.0	-15.5	34.2	35.4	17.4	28.9	367.1

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 6-A. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Professional										Nonprofessional					
	Total	Profes- sional (total)	Exec- utive/ admini- strative/ mana- gerial	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time							
Total	2,545,920	1,650,319	139,674	892,896	534,073	378,841	150,246	4,986	358,823	201,996	415,753	895,601	180,049	428,434	62,928	224,190
Control of institution <sup>1</sup>																
Public	1,783,028	1,173,656	79,935	637,046	376,589	272,909	100,628	3,052	260,457	173,283	283,392	609,372	129,465	285,269	45,988	148,650
Private not-for-profit	741,471	460,247	57,608	245,203	153,258	105,451	46,573	1,234	91,945	27,751	129,685	281,224	49,729	140,153	16,778	74,564
Private for-profit	19,916	15,353	2,002	9,875	3,763	326	2,822	615	6,112	956	2,520	4,563	716	2,752	154	941
Level of institution <sup>2</sup>																
4-year	2,062,658	1,309,456	116,380	616,640	435,196	297,462	134,117	3,617	181,444	199,059	377,377	753,202	148,344	355,579	56,584	192,695
2-year	459,312	324,494	21,755	264,094	93,465	77,913	14,381	1,171	170,629	2,809	35,836	134,818	30,650	68,856	5,940	29,372
Sector of institution <sup>3</sup>																
Public																
4-year	1,320,877	848,486	58,975	370,821	282,855	193,392	87,337	2,126	87,966	170,557	248,133	472,391	98,545	215,135	39,891	118,820
Private not-for-profit																
4-year	731,029	452,956	56,604	240,390	150,728	103,812	45,746	1,170	89,662	27,708	128,254	278,073	49,410	138,649	16,602	73,412
Private for-profit																
4-year	9,518	7,213	719	4,799	1,250	170	844	236	3,549	788	907	2,305	250	1,537	83	435
Public																
2-year	449,119	316,891	20,481	259,333	90,968	77,162	12,898	908	168,365	2,685	34,392	132,228	30,163	67,599	5,819	28,647
Private not-for-profit																
2-year	4,722	3,401	557	2,210	1,201	677	460	64	1,009	38	596	1,321	136	608	72	505
Private for-profit																
2-year	5,417	4,153	705	2,525	1,270	62	1,009	199	1,255	86	837	1,264	351	647	49	217

See notes at end of table.

**Table 6-A. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Professional										Nonprofessional					
	Total	Profes- sional (total)	Exec- utive/ admini- strative/ mana- gerial	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time							
Carnegie classification of institution <sup>4,5</sup>																
Doctorate- granting	1,204,409	769,749	58,279	297,745	231,270	143,263	86,167	1,840	66,475	176,621	237,104	434,660	92,065	204,020	33,597	104,978
Master's	372,756	242,194	24,051	160,195	103,076	94,146	8,218	712	57,119	9,546	48,402	130,562	18,731	63,367	11,216	37,248
Bachelor's	150,500	93,122	12,955	57,999	39,623	34,305	4,862	456	18,376	1,387	20,781	57,378	6,136	25,547	4,558	21,137
Associate's	463,240	327,231	21,736	266,816	94,276	78,622	14,589	1,065	172,540	2,804	35,875	136,009	30,738	69,307	6,108	29,856
Specialized	202,556	117,940	11,154	52,290	34,617	6,920	27,204	493	17,673	6,464	48,032	84,616	24,076	38,961	4,461	17,118
Employment status																
Full-time	1,744,550	1,015,552	134,074	534,073	534,073	378,841	150,246	4,986	0	0	347,405	728,998	139,599	344,452	59,877	185,070
Part-time	801,370	634,767	5,600	358,823	0	0	0	0	358,823	201,996	68,348	166,603	40,450	83,982	3,051	39,120
Gender																
Male	1,229,449	911,026	80,526	547,808	356,025	249,418	103,728	2,879	191,783	119,895	162,797	318,423	71,734	49,989	58,902	137,798
Female	1,230,079	739,293	59,148	345,088	178,048	129,423	46,518	2,107	167,040	82,101	252,956	490,786	108,315	378,445	4,026	86,392

See notes at end of table.

**Table 6-A. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Professional										Nonprofessional						
	Total	Profes- sional (total)	Exec- utive/ admini- strative/ mana- gerial	Faculty							Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time								
Race/ethnicity <sup>6</sup>																	
White	1,976,208	1,344,670	120,337	759,467	458,769	328,669	126,005	4,095	300,698	130,639	334,227	631,538	132,120	319,873	51,092	128,453	
Black	267,935	100,483	12,272	43,720	24,945	18,210	6,475	260	18,775	7,448	37,043	167,452	27,014	65,951	6,803	67,684	
Hispanic	99,632	43,468	3,584	22,011	11,934	8,746	3,045	143	10,077	5,229	12,644	56,164	8,744	24,829	3,402	19,189	
Asian	94,230	69,368	2,347	34,605	24,888	16,008	8,663	217	9,717	14,792	17,624	24,862	7,614	11,752	726	4,770	
American																	
Indian	12,288	6,572	715	3,263	1,882	1,371	457	54	1,381	676	1,918	5,716	1,055	2,483	495	1,683	
Nonresident																	
alien	69,857	63,694	276	14,789	10,769	5,189	5,380	200	4,020	37,639	10,990	6,163	2,468	1,994	143	1,558	
Race/ethnicity																	
unknown	25,770	22,064	143	15,041	886	648	221	17	14,155	5,573	1,307	3,706	1,034	1,552	267	853	

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.



**Table 6-B. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics:  
Fall 2003**

Institution and employee characteristics	Professional										Nonprofessional					
	Total	Profes- sional	Exec- utive/ admini- strative/ mana- gerial	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time							
Total	3,108,301	2,205,055	178,868	1,128,770	613,050	438,592	170,937	3,521	515,720	292,783	604,634	903,246	192,353	428,900	61,382	220,611
Control of institution <sup>1</sup>																
Public	2,128,733	1,512,229	93,829	772,275	417,448	308,165	106,635	2,648	354,827	240,986	405,139	616,504	139,811	283,734	45,913	147,046
Private not- for-profit	926,068	647,374	81,169	325,361	189,001	129,967	58,226	808	136,360	51,592	189,252	278,694	51,177	139,794	15,265	72,458
Private for- profit	50,782	43,437	3,600	30,042	6,024	368	5,591	65	24,018	22	9,773	7,345	1,253	5,059	94	939
Level of institution <sup>2</sup>																
4-year	2,499,229	1,770,586	151,082	782,087	501,274	345,008	154,121	2,145	280,813	292,190	545,227	728,643	147,297	341,645	54,843	184,858
2-year	576,299	410,904	25,768	330,324	105,741	90,214	14,183	1,344	224,583	593	54,219	165,395	43,254	82,681	6,148	33,312
Sector of institution <sup>3</sup>																
Public 4-year	1,549,681	1,101,356	69,100	440,239	312,429	216,644	94,480	1,305	127,810	240,410	351,607	448,325	95,768	199,844	39,599	113,114
Private not-for-profit 4-year	913,026	637,803	80,011	319,230	186,039	128,103	57,137	799	133,191	51,579	186,983	275,223	50,694	138,204	15,093	71,232
Private for-profit 4-year	34,031	29,594	1,750	21,638	2,295	169	2,085	41	19,343	18	6,188	4,437	724	3,320	41	352
Public 2-year	561,894	399,657	24,182	323,493	102,645	89,373	11,937	1,335	220,848	576	51,406	162,237	42,686	80,996	6,047	32,508
Private not-for-profit 2-year	5,627	4,242	592	2,689	1,288	773	507	8	1,401	13	948	1,385	161	698	70	456
Private for-profit 2-year	8,689	6,955	982	4,124	1,790	68	1,721	1	2,334	4	1,845	1,734	407	954	31	342

See notes at end of table.

**Table 6-B. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics:  
Fall 2003—Continued**

Institution and employee characteristics	Professional										Nonprofessional					
	Total	Profes- sional	Exec- utive/ admini- strative/ mana- gerial	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Technical/			
				Total	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time				para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
Carnegie classification of institution <sup>4,5</sup>																
Doctorate- granting	1,447,057	1,036,599	74,128	363,276	269,217	167,825	100,406	986	94,059	258,941	340,254	410,458	91,340	186,523	33,067	99,528
Master's	475,206	335,164	28,540	203,448	114,277	104,116	9,571	590	89,171	19,800	83,376	140,042	20,775	68,626	11,230	39,411
Bachelor's	183,746	124,855	17,808	71,354	45,807	42,116	3,476	215	25,547	844	34,849	58,891	6,729	25,589	4,142	22,431
Associate's	582,711	416,414	25,834	334,839	106,951	91,181	14,498	1,272	227,888	593	55,148	166,297	43,445	82,955	6,188	33,709
Specialized	217,632	144,024	18,213	66,291	40,914	8,407	32,219	288	25,377	5,990	53,530	73,608	21,194	36,027	3,936	12,451
Employment status																
Full-time	2,034,352	1,302,352	172,720	613,050	613,050	438,592	170,937	3,521	0	0	516,582	732,000	151,444	338,354	58,560	183,642
Part-time	1,073,949	902,703	6,148	515,720	0	0	0	0	515,720	292,783	88,052	171,246	40,909	90,546	2,822	36,969
Gender																
Male	1,459,992	1,128,717	88,297	639,734	372,616	261,410	109,314	1,892	267,118	157,276	243,410	331,275	78,191	58,251	57,186	137,647
Female	1,565,345	1,076,338	90,571	489,036	240,434	177,182	61,623	1,629	248,602	135,507	361,224	489,007	114,162	370,649	4,196	82,964

See notes at end of table.

**Table 6-B. Number of employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional										Nonprofessional					
	Total	Profes- sional	Exec- utive/ admini- strative/ mana- gerial	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time							
Race/ethnicity <sup>6</sup>																
White	2,232,377	1,633,479	146,631	885,324	491,211	358,201	130,673	2,337	394,113	150,213	451,311	598,898	132,822	294,800	48,001	123,275
Black	304,488	146,697	16,937	62,198	31,760	23,303	8,254	203	30,438	10,261	57,301	157,791	26,968	66,870	6,789	57,164
Hispanic	160,500	80,125	6,729	38,071	19,195	14,125	4,847	223	18,876	8,615	26,710	80,375	13,574	36,841	4,217	25,743
Asian	153,393	119,283	4,772	58,292	40,535	25,457	14,871	207	17,757	20,365	35,854	34,110	10,649	15,927	1,074	6,460
American Indian	17,803	10,698	955	5,180	2,801	2,212	534	55	2,379	1,186	3,377	7,105	1,439	3,051	639	1,976
Nonresident alien	143,016	133,616	771	28,256	21,143	11,071	9,757	315	7,113	85,738	18,851	9,400	3,147	4,115	129	2,009
Race/ethnicity unknown	96,724	81,157	2,073	51,449	6,405	4,223	2,001	181	45,044	16,405	11,230	15,567	3,754	7,296	533	3,984

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 6-C. Percentage change since fall 1993 in number of employees in postsecondary institutions in each primary occupation, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Professional											Nonprofessional				
	Total	Profes- sional	Exec- utive/ admini- strative/ mana- gerial	Faculty								Total	Tech- nical/ para- profes- sional	Cleri- cal/ secre- tarial	Skilled crafts	Service/ main- te- nance
				Total	Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time	Instruc- tion/re- search assistant	Profes- sional support/ service					
Total	22.1	33.6	28.1	26.4	14.8	15.8	13.8	-29.4	43.7	44.9	45.4	0.9	6.8	0.1	-2.5	-1.6
Control of institution <sup>1</sup>																
Public	19.4	28.8	17.4	21.2	10.8	12.9	6.0	-13.2	36.2	39.1	43.0	1.2	8.0	-0.5	-0.2	-1.1
Private not-for-profit	24.9	40.7	40.9	32.7	23.3	23.2	25.0	-34.5	48.3	85.9	45.9	-0.9	2.9	-0.3	-9.0	-2.8
Private for-profit	155.0	182.9	79.8	204.2	60.1	12.9	98.1	-89.4	293.0	-97.7	287.8	61.0	75.0	83.8	-39.0	-0.2
Level of institution <sup>2</sup>																
4-year	21.2	35.2	29.8	26.8	15.2	16.0	14.9	-40.7	54.8	46.8	44.5	-3.3	-0.7	-3.9	-3.1	-4.1
2-year	25.5	26.6	18.4	25.1	13.1	15.8	-1.4	14.8	31.6	-78.9	51.3	22.7	41.1	20.1	3.5	13.4
Sector of institution <sup>3</sup>																
Public 4-year	17.3	29.8	17.2	18.7	10.5	12.0	8.2	-38.6	45.3	41.0	41.7	-5.1	-2.8	-7.1	-0.7	-4.8
Private not-for-profit 4-year	24.9	40.8	41.4	32.8	23.4	23.4	24.9	-31.7	48.5	86.2	45.8	-1.0	2.6	-0.3	-9.1	-3.0
Private for-profit 4-year	257.5	310.3	143.4	350.9	83.6	-0.6	147.0	-82.6	445.0	-97.7	582.2	92.5	189.6	116.0	-50.6	-19.1
Public 2-year	25.1	26.1	18.1	24.7	12.8	15.8	-7.5	47.0	31.2	-78.5	49.5	22.7	41.5	19.8	3.9	13.5
Private not-for-profit 2-year	19.2	24.7	6.3	21.7	7.2	14.2	10.2	-87.5	38.9	-65.8	59.1	4.8	18.4	14.8	-2.8	-9.7
Private for-profit 2-year	60.4	67.5	39.3	63.3	40.9	9.7	70.6	-99.5	86.0	-95.3	120.4	37.2	16.0	47.4	-36.7	57.6

See notes at end of table.

**Table 6-C. Percentage change since fall 1993 in number of employees in postsecondary institutions in each primary occupation, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional											Nonprofessional				
	Exec- utive/ admini- strative/ mana- gerial			Faculty												
				Total	Full-time:			Part-time	Instruc- tion/re- search assistant	Profes- sional support/ service		Total	Tech- nical/ para- profes- sional	Cleri- cal/ Skilled	Service/ main- tenance	
					Full-time	9 to 10 months	11 to 12 months									
Carnegie classification of institution <sup>4,5</sup>																
Doctorate-granting	20.1	34.7	27.2	22.0	16.4	17.1	16.5	-46.4	41.5	46.6	43.5	-5.6	-0.8	-8.6	-1.6	-5.2
Master's	27.5	38.4	18.7	27.0	10.9	10.6	16.5	-17.1	56.1	107.4	72.3	7.3	10.9	8.3	0.1	5.8
Bachelor's	22.1	34.1	37.5	23.0	15.6	22.8	-28.5	-52.9	39.0	-39.1	67.7	2.6	9.7	0.2	-9.1	6.1
Associate's	25.8	27.3	18.9	25.5	13.4	16.0	-0.6	19.4	32.1	-78.9	53.7	22.3	41.3	19.7	1.3	12.9
Specialized	7.4	22.1	63.3	26.8	18.2	21.5	18.4	-41.6	43.6	-7.3	11.4	-13.0	-12.0	-7.5	-11.8	-27.3
Employment status																
Full-time	16.6	28.2	28.8	14.8	14.8	15.8	13.8	-29.4	†	†	48.7	0.4	8.5	-1.8	-2.2	-0.8
Part-time	34.0	42.2	9.8	43.7	†	†	†	†	43.7	44.9	28.8	2.8	1.1	7.8	-7.5	-5.5
Gender																
Male	18.8	23.9	9.7	16.8	4.7	4.8	5.4	-34.3	39.3	31.2	49.5	4.0	9.0	16.5	-2.9	-0.1
Female	27.3	45.6	53.1	41.7	35.0	36.9	32.5	-22.7	48.8	65.0	42.8	-0.4	5.4	-2.1	4.2	-4.0

See notes at end of table.

**Table 6-C. Percentage change since fall 1993 in number of employees in postsecondary institutions in each primary occupation, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional											Nonprofessional				
	Total	Profes- sional	Exec- utive/ admini- strative/ mana- gerial	Total	Faculty						Instruc- tion/re- search assistant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Cleri- cal/ Skilled	Service/ main- tenance
					Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time							

Race/ethnicity <sup>6</sup>																
White	13.0	21.5	21.9	16.6	7.1	9.0	3.7	-42.9	31.1	15.0	35.0	-5.2	0.5	-7.8	-6.0	-4.0
Black	13.6	46.0	38.0	42.3	27.3	28.0	27.5	-21.9	62.1	37.8	54.7	-5.8	-0.2	1.4	-0.2	-15.5
Hispanic	61.1	84.3	87.8	73.0	60.8	61.5	59.2	55.9	87.3	64.8	111.2	43.1	55.2	48.4	24.0	34.2
Asian	62.8	72.0	103.3	68.4	62.9	59.0	71.7	-4.6	82.7	37.7	103.4	37.2	39.9	35.5	47.9	35.4
American Indian	44.9	62.8	33.6	58.7	48.8	61.3	16.8	1.9	72.3	75.4	76.1	24.3	36.4	22.9	29.1	17.4
Nonresident alien	104.7	109.8	179.3	91.1	96.3	113.4	81.4	57.5	76.9	127.8	71.5	52.5	27.5	106.4	-9.8	28.9
Race/ethnicity unknown	275.3	267.8	1349.7	242.1	622.9	551.7	805.4	964.7	218.2	194.4	759.2	320.0	263.1	370.1	99.6	367.1

† Not applicable.

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

observed in the number of professional support/service staff, who include, among others, information scientists, computer support specialists, database administrators, and network and computer systems administrators.

Even within faculty, sharp contrasts in the growth of the total number of employees were evident among subgroups between 1993 and 2003. Full-time faculty increased by 15 percent, compared with an increase of 44 percent in part-time faculty. This pattern conforms to the increased use of part-time faculty on college and university campuses that began in the 1970s (Allen 2004; Maitland and Rhoades 2005). The increased use of part-time faculty perhaps is partially reflective of cost-containing efforts by institutions (Vaughan 2005).<sup>18</sup>

## **States**

The growth in the total number of postsecondary staff varied considerably among states during the decade studied. Five states (Alaska, Arizona, Louisiana, Nevada, and New Hampshire) topped all others by increasing their postsecondary workforce by more than 50 percent (an increase of 53–88 percent) (table 7-A). At the other end of the spectrum, the District of Columbia experienced a decrease of 24 percent in its postsecondary workforce. The District of Columbia was the only geographic entity with a decline in the total number of staff employed at its degree-granting institutions between 1993 and 2003. The growth rate was in single digits in four states: Alabama (5 percent), Michigan and New York (7 percent), and West Virginia (8 percent). As one might expect, similar results are observed by examining public institutions alone (table 7-B), since the majority of all postsecondary staff was employed at public institutions in both years (e.g., 1.7 million out of 2.5 million in 1993) (tables 7-A and 7-B). However, because the staff workforce in the public sector as a whole grew less than that in the private sectors (both not-for-profit and for-profit) as shown in table 2 (19 vs. 25 and 155 percent, respectively), there are more states with single digit growth rates in total number of staff employed in their public postsecondary institutions, as opposed to the situation when all postsecondary institutions are combined. Besides Alabama, Michigan, New York, and West Virginia, there are nine other states where the workforce in public institutions grew less than 10 percent between 1993 and 2003 (e.g., 4 percent in Illinois) (table 7-B).

With few exceptions, the pattern of more growth in part-time than in full-time staff described earlier at the national level holds at the state level as well. All but seven states saw

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<sup>18</sup> According to statistics reported in a *Chronicle of Higher Education* article (Hoeller 2005), the Washington State Board for Community and Technical Colleges data show that part-time faculty were 57 percent cheaper than full-time faculty in 2004 for the same load of teaching.

**Table 7-A. Number of employees in postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
Total	2,545,920	1,744,550	801,370	3,108,301	2,034,352	1,073,949	22.1	16.6	34.0	31.5	34.6	100.0	100.0
Alabama	50,168	36,209	13,959	52,883	35,380	17,503	5.4	-2.3	25.4	27.8	33.1	2.0	1.7
Alaska	3,552	3,231	321	6,674	4,285	2,389	87.9	32.6	644.2	9.0	35.8	0.1	0.2
Arizona	32,952	21,513	11,439	56,890	30,160	26,730	72.6	40.2	133.7	34.7	47.0	1.3	1.8
Arkansas	19,968	16,163	3,805	22,620	17,128	5,492	13.3	6.0	44.3	19.1	24.3	0.8	0.7
California	236,262	152,338	83,924	308,775	195,173	113,602	30.7	28.1	35.4	35.5	36.8	9.3	9.9
Colorado	40,419	23,950	16,469	46,405	27,326	19,079	14.8	14.1	15.8	40.7	41.1	1.6	1.5
Connecticut	35,627	23,861	11,766	42,154	28,915	13,239	18.3	21.2	12.5	33.0	31.4	1.4	1.4
Delaware	6,990	4,909	2,081	9,315	5,799	3,516	33.3	18.1	69.0	29.8	37.7	0.3	0.3
District of Columbia	32,404	24,754	7,650	24,677	17,902	6,775	-23.8	-27.7	-11.4	23.6	27.5	1.3	0.8
Florida	91,374	60,571	30,803	123,940	73,938	50,002	35.6	22.1	62.3	33.7	40.3	3.6	4.0
Georgia	62,113	46,529	15,584	82,736	57,404	25,332	33.2	23.4	62.6	25.1	30.6	2.4	2.7
Hawaii	9,564	6,400	3,164	10,970	7,145	3,825	14.7	11.6	20.9	33.1	34.9	0.4	0.4
Idaho	9,017	6,670	2,347	10,746	7,773	2,973	19.2	16.5	26.7	26.0	27.7	0.4	0.3
Illinois	131,585	81,972	49,613	152,665	97,775	54,890	16.0	19.3	10.6	37.7	36.0	5.2	4.9
Iowa	62,549	41,607	20,942	72,212	49,012	23,200	15.4	17.8	10.8	33.5	32.1	2.5	2.3
Indiana	36,074	25,028	11,046	41,123	28,087	13,036	14.0	12.2	18.0	30.6	31.7	1.4	1.3
Kansas	29,512	19,172	10,340	33,347	20,697	12,650	13.0	8.0	22.3	35.0	37.9	1.2	1.1
Kentucky	32,056	23,776	8,280	37,157	26,024	11,133	15.9	9.5	34.5	25.8	30.0	1.3	1.2
Louisiana	27,042	22,418	4,624	42,626	33,016	9,610	57.6	47.3	107.8	17.1	22.5	1.1	1.4
Maine	9,963	7,579	2,384	12,387	8,839	3,548	24.3	16.6	48.8	23.9	28.6	0.4	0.4

See notes at end of table.



**Table 7-A. Number of employees in postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003—Continued**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
Maryland	48,863	33,250	15,613	65,340	41,671	23,669	33.7	25.3	51.6	32.0	36.2	1.9	2.1
Massachusetts	99,288	67,562	31,726	121,019	77,109	43,910	21.9	14.1	38.4	32.0	36.3	3.9	3.9
Michigan	92,091	58,224	33,867	98,610	62,122	36,488	7.1	6.7	7.7	36.8	37.0	3.6	3.2
Minnesota	43,649	28,926	14,723	52,436	33,803	18,633	20.1	16.9	26.6	33.7	35.5	1.7	1.7
Mississippi	23,284	18,443	4,841	33,379	25,746	7,633	43.4	39.6	57.7	20.8	22.9	0.9	1.1
Missouri	56,605	38,943	17,662	78,309	49,176	29,133	38.3	26.3	64.9	31.2	37.2	2.2	2.5
Montana	7,603	4,955	2,648	9,389	6,237	3,152	23.5	25.9	19.0	34.8	33.6	0.3	0.3
Nebraska	21,187	16,768	4,419	24,799	17,421	7,378	17.0	3.9	67.0	20.9	29.8	0.8	0.8
Nevada	7,469	4,648	2,821	12,925	6,721	6,204	73.0	44.6	119.9	37.8	48.0	0.3	0.4
New Hampshire	11,989	8,234	3,755	18,355	10,347	8,008	53.1	25.7	113.3	31.3	43.6	0.5	0.6
New Jersey	57,069	42,489	14,580	70,372	47,112	23,260	23.3	10.9	59.5	25.5	33.1	2.2	2.3
New Mexico	19,080	13,408	5,672	22,762	15,417	7,345	19.3	15.0	29.5	29.7	32.3	0.7	0.7
New York	227,542	151,612	75,930	244,235	155,380	88,855	7.3	2.5	17.0	33.4	36.4	8.9	7.9
North Carolina	90,543	63,484	27,059	121,459	85,421	36,038	34.1	34.6	33.2	29.9	29.7	3.6	3.9
North Dakota	8,429	6,443	1,986	9,385	6,995	2,390	11.3	8.6	20.3	23.6	25.5	0.3	0.3
Ohio	99,193	67,058	32,135	119,844	78,546	41,298	20.8	17.1	28.5	32.4	34.5	3.9	3.9
Oklahoma	28,689	20,347	8,342	35,978	24,710	11,268	25.4	21.4	35.1	29.1	31.3	1.1	1.2
Oregon	34,610	20,543	14,067	42,152	23,996	18,156	21.8	16.8	29.1	40.6	43.1	1.4	1.4
Pennsylvania	133,035	89,214	43,821	152,954	103,410	49,544	15.0	15.9	13.1	32.9	32.4	5.2	4.9
Rhode Island	13,408	10,216	3,192	16,075	11,407	4,668	19.9	11.7	46.2	23.8	29.0	0.5	0.5

See notes at end of table.

**Table 7-A. Number of employees in postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003—Continued**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
South Carolina	33,825	26,324	7,501	37,319	25,425	11,894	10.3	-3.4	58.6	22.2	31.9	1.3	1.2
South Dakota	6,084	4,699	1,385	7,235	5,157	2,078	18.9	9.7	50.0	22.8	28.7	0.2	0.2
Tennessee	48,178	35,628	12,550	62,721	47,257	15,464	30.2	32.6	23.2	26.0	24.7	1.9	2.0
Texas	163,074	109,584	53,490	199,922	131,921	68,001	22.6	20.4	27.1	32.8	34.0	6.4	6.4
Utah	21,798	15,317	6,481	29,494	19,401	10,093	35.3	26.7	55.7	29.7	34.2	0.9	0.9
Vermont	8,076	6,235	1,841	10,261	7,421	2,840	27.1	19.0	54.3	22.8	27.7	0.3	0.3
Virginia	53,925	48,716	5,209	70,697	47,487	23,210	31.1	-2.5	345.6	9.7	32.8	2.1	2.3
Washington	47,435	33,293	14,142	55,807	37,879	17,928	17.6	13.8	26.8	29.8	32.1	1.9	1.8
West Virginia	14,850	11,062	3,788	16,098	11,371	4,727	8.4	2.8	24.8	25.5	29.4	0.6	0.5
Wisconsin	60,319	36,379	23,940	72,527	42,318	30,209	20.2	16.3	26.2	39.7	41.7	2.4	2.3
Wyoming	5,539	3,896	1,643	6,141	4,190	1,951	10.9	7.5	18.7	29.7	31.8	0.2	0.2

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 7-B. Number of employees in public postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
Total	1,783,153	1,187,296	595,857	2,130,296	1,347,599	782,697	19.5	13.5	31.4	33.4	36.7	100.0	100.0
Alabama	45,530	32,622	12,908	48,102	31,547	16,555	5.6	-3.3	28.3	28.4	34.4	2.6	2.3
Alaska	3,299	3,052	247	6,374	4,085	2,289	93.2	33.8	826.7	7.5	35.9	0.2	0.3
Arizona	30,772	20,259	10,513	43,091	24,484	18,607	40.0	20.9	77.0	34.2	43.2	1.7	2.0
Arkansas	17,812	14,446	3,366	20,040	15,032	5,008	12.5	4.1	48.8	18.9	25.0	1.0	0.9
California	182,351	112,282	70,069	221,728	142,735	78,993	21.6	27.1	12.7	38.4	35.6	10.2	10.4
Colorado	34,820	20,980	13,840	38,078	22,904	15,174	9.4	9.2	9.6	39.7	39.8	2.0	1.8
Connecticut	18,187	10,641	7,546	19,803	11,909	7,894	8.9	11.9	4.6	41.5	39.9	1.0	0.9
Delaware	6,191	4,410	1,781	7,909	5,159	2,750	27.7	17.0	54.4	28.8	34.8	0.3	0.4
District of Columbia	1,896	1,256	640	1,437	914	523	-24.2	-27.2	-18.3	33.8	36.4	0.1	0.1
Florida	69,749	44,220	25,529	93,888	52,025	41,863	34.6	17.7	64.0	36.6	44.6	3.9	4.4
Georgia	45,640	33,329	12,311	61,730	39,992	21,738	35.3	20.0	76.6	27.0	35.2	2.6	2.9
Hawaii	7,914	5,489	2,425	8,550	6,006	2,544	8.0	9.4	4.9	30.6	29.8	0.4	0.4
Idaho	7,617	5,515	2,102	9,049	6,387	2,662	18.8	15.8	26.6	27.6	29.4	0.4	0.4
Illinois	86,975	49,021	37,954	90,492	53,466	37,026	4.0	9.1	-2.4	43.6	40.9	4.9	4.2
Iowa	47,760	30,743	17,017	53,963	35,195	18,768	13.0	14.5	10.3	35.6	34.8	2.7	2.5
Indiana	26,993	18,090	8,903	30,866	20,124	10,742	14.3	11.2	20.7	33.0	34.8	1.5	1.4
Kansas	26,137	17,051	9,086	29,514	18,338	11,176	12.9	7.5	23.0	34.8	37.9	1.5	1.4
Kentucky	27,244	20,125	7,119	30,592	21,306	9,286	12.3	5.9	30.4	26.1	30.4	1.5	1.4
Louisiana	20,580	16,656	3,924	33,866	25,972	7,894	64.6	55.9	101.2	19.1	23.3	1.2	1.6
Maine	6,803	4,996	1,807	8,427	5,599	2,828	23.9	12.1	56.5	26.6	33.6	0.4	0.4

See notes at end of table.

**Table 7-B. Number of employees in public postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003—Continued**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
Maryland	34,395	22,000	12,395	47,216	28,059	19,157	37.3	27.5	54.6	36.0	40.6	1.9	2.2
Massachusetts	30,870	19,359	11,511	34,159	20,421	13,738	10.7	5.5	19.3	37.3	40.2	1.7	1.6
Michigan	78,447	51,103	27,344	85,079	53,769	31,310	8.5	5.2	14.5	34.9	36.8	4.4	4.0
Minnesota	33,221	21,376	11,845	38,783	24,064	14,719	16.7	12.6	24.3	35.7	38.0	1.9	1.8
Mississippi	21,715	17,097	4,618	31,379	24,076	7,303	44.5	40.8	58.1	21.3	23.3	1.2	1.5
Missouri	34,931	22,485	12,446	45,301	27,500	17,801	29.7	22.3	43.0	35.6	39.3	2.0	2.1
Montana	6,596	4,358	2,238	8,249	5,497	2,752	25.1	26.1	23.0	33.9	33.4	0.4	0.4
Nebraska	16,625	13,259	3,366	19,115	13,064	6,051	15.0	-1.5	79.8	20.2	31.7	0.9	0.9
Nevada	7,417	4,607	2,810	12,851	6,661	6,190	73.3	44.6	120.3	37.9	48.2	0.4	0.6
New Hampshire	5,543	3,771	1,772	9,718	4,251	5,467	75.3	12.7	208.5	32.0	56.3	0.3	0.5
New Jersey	42,464	32,198	10,266	54,194	36,137	18,057	27.6	12.2	75.9	24.2	33.3	2.4	2.5
New Mexico	18,427	13,053	5,374	21,337	14,808	6,529	15.8	13.4	21.5	29.2	30.6	1.0	1.0
New York	90,750	55,518	35,232	92,873	51,982	40,891	2.3	-6.4	16.1	38.8	44.0	5.1	4.4
North Carolina	61,984	38,661	23,323	77,227	48,050	29,177	24.6	24.3	25.1	37.6	37.8	3.5	3.6
North Dakota	7,828	5,928	1,900	8,443	6,309	2,134	7.9	6.4	12.3	24.3	25.3	0.4	0.4
Ohio	75,693	50,127	25,566	88,213	56,145	32,068	16.5	12.0	25.4	33.8	36.4	4.2	4.1
Oklahoma	24,124	17,144	6,980	31,048	20,967	10,081	28.7	22.3	44.4	28.9	32.5	1.4	1.5
Oregon	29,695	17,447	12,248	35,935	19,922	16,013	21.0	14.2	30.7	41.2	44.6	1.7	1.7
Pennsylvania	72,686	48,360	24,326	78,153	50,061	28,092	7.5	3.5	15.5	33.5	35.9	4.1	3.7
Rhode Island	4,683	3,848	835	5,013	3,776	1,237	7.0	-1.9	48.1	17.8	24.7	0.3	0.2

See notes at end of table.

**Table 7-B. Number of employees in public postsecondary institutions, percentage change since fall 1993, percentage of part-time staff, and all employees as percentage of the total workforce, by employment status and state of institution: Fall 1993 and 2003—Continued**

State	Number of employees: 1993			Number of employees: 2003			Percent change since 1993			Part-time employees (as percent of total)		Total (as percent of all employees in the 50 states and DC)	
	Total	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	1993	2003	1993	2003
South Carolina	29,103	22,363	6,740	31,236	20,502	10,734	7.3	-8.3	59.3	23.2	34.4	1.6	1.5
South Dakota	4,857	3,795	1,062	5,515	4,017	1,498	13.5	5.8	41.1	21.9	27.2	0.3	0.3
Tennessee	28,203	19,180	9,023	35,396	24,687	10,709	25.5	28.7	18.7	32.0	30.3	1.6	1.7
Texas	136,781	90,387	46,394	168,456	107,571	60,885	23.2	19.0	31.2	33.9	36.1	7.7	7.9
Utah	16,703	11,224	5,479	22,025	14,763	7,262	31.9	31.5	32.5	32.8	33.0	0.9	1.0
Vermont	4,574	3,531	1,043	5,800	4,079	1,721	26.8	15.5	65.0	22.8	29.7	0.3	0.3
Virginia	42,216	39,561	2,655	54,844	35,785	19,059	29.9	-9.5	617.9	6.3	34.8	2.4	2.6
Washington	39,933	28,470	11,463	47,571	32,040	15,531	19.1	12.5	35.5	28.7	32.6	2.2	2.2
West Virginia	12,889	9,555	3,334	13,604	9,483	4,121	5.5	-0.8	23.6	25.9	30.3	0.7	0.6
Wisconsin	50,146	28,598	21,548	58,199	32,054	26,145	16.1	12.1	21.3	43.0	44.9	2.8	2.7
Wyoming	5,384	3,750	1,634	5,865	3,920	1,945	8.9	4.5	19.0	30.3	33.2	0.3	0.3

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

their total number of part-time staff increase at a rate that outpaced that of full-time staff (e.g., 9 vs. 36 percent in Alaska) (table 7-A). In fact, the part-time portion of the workforce at postsecondary institutions more than doubled in all of the five top-ranking states that had an overall growth rate of more than 50 percent: 644 percent in Alaska, 134 percent in Arizona, 108 percent in Louisiana, 120 percent in Nevada, and 113 percent in New Hampshire.

Likewise, the gender difference described earlier in the growth in total number of postsecondary employees generally held at the state level. However, there were eight states (including the District of Columbia) that had less growth in female staff than in male staff: Alabama, Delaware, the District of Columbia, Georgia, Nebraska, New York, South Carolina, and Virginia (table 8-A). Nonetheless, except for New York, the proportion of female staff in all these states was already 54–57 percent in 1993, higher than the national average (52 percent). Consequently, in fall 2003, only two states employed less than 50 percent women in the postsecondary workforce: Idaho (49 percent) and Utah (46 percent). Again, examining public institutions alone shows similar patterns of growth in the postsecondary workforce during the decade (table 8-B). For instance, 43 states (excluding the District of Columbia where the female workforce declined less than the male workforce) had higher growth rates in their female workforce than the male workforce in public institutions (e.g., 27 vs. 16 percent in California), increasing the total number of states where women outnumbered men in the postsecondary workforce from 36 in 1993 to 48 in 2003.

The overall pattern described earlier of great variation in the growth rate of postsecondary staff among different racial/ethnic groups was observed at the state level as well (tables 9-A and 9-B). Furthermore, even within racial/ethnic groups, the increases in total number of staff fluctuated considerably from state to state. For instance, although the national average growth rate for White staff was 13 percent between 1993 and 2003, it was more than 50 percent (53 to 84 percent) in Alaska, Arizona, Louisiana, and Nevada, states with an overall growth rate exceeding 50 percent. In contrast, the total number of White staff in Hawaii decreased by 46 percent. Coupled with this was a surge in the growth of Asian staff by 607 percent in Hawaii. As will be shown later, this growth rate differential considerably altered the racial/ethnic composition of staff in Hawaii, from a clear majority of White staff to Asian staff becoming the most dominant group in its postsecondary education workforce. In the public sector of postsecondary institutions in Hawaii, the contrast was even more remarkable between Asian and White staff in terms of how their numbers changed during the decade. While the total number of Asians skyrocketed from about 200 in 1993 to 4,500 in 2003, an increase of 2,429 percent, in public institutions in Hawaii, that of White staff decreased by more than one-half (56 percent) (tables 10-A and 10-B).

**Table 8-A. Number of male and female employees in postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by state of institution: Fall 1993 and 2003**

State	Number of employees: 1993		Number of employees: 2003		Percent change since 1993		Female employees (as percent of total)	
	Male	Female	Male	Female	Male	Female	1993	2003
Total	1,229,449	1,316,471	1,459,992	1,648,309	18.8	26.0	51.7	53.1
Alabama	21,543	28,625	23,110	29,773	7.3	4.0	57.1	56.3
Alaska	1,708	1,844	3,008	3,666	76.1	98.8	51.9	54.9
Arizona	16,890	16,062	28,258	28,632	67.3	78.3	48.7	50.3
Arkansas	8,889	11,079	10,005	12,615	12.6	13.9	55.5	55.8
California	117,140	119,122	148,928	159,847	27.1	34.2	50.4	51.8
Colorado	21,168	19,251	22,239	24,166	5.1	25.5	47.6	52.1
Connecticut	17,009	18,618	19,002	23,152	11.7	24.4	52.3	54.9
Delaware	3,153	3,837	4,262	5,053	35.2	31.7	54.9	54.2
District of Columbia	14,344	18,060	11,793	12,884	-17.8	-28.7	55.7	52.2
Florida	44,450	46,924	58,751	65,189	32.2	38.9	51.4	52.6
Georgia	28,504	33,609	38,140	44,596	33.8	32.7	54.1	53.9
Hawaii	5,016	4,548	5,506	5,464	9.8	20.1	47.6	49.8
Idaho	4,924	4,093	5,496	5,250	11.6	28.3	45.4	48.9
Illinois	62,601	68,984	68,896	83,769	10.1	21.4	52.4	54.9
Iowa	31,509	31,040	34,629	37,583	9.9	21.1	49.6	52.0
Indiana	17,884	18,190	19,278	21,845	7.8	20.1	50.4	53.1
Kansas	14,597	14,915	15,967	17,380	9.4	16.5	50.5	52.1
Kentucky	15,293	16,763	17,410	19,747	13.8	17.8	52.3	53.1
Louisiana	13,205	13,837	20,167	22,459	52.7	62.3	51.2	52.7
Maine	4,864	5,099	5,673	6,714	16.6	31.7	51.2	54.2
Maryland	23,937	24,926	29,671	35,669	24.0	43.1	51.0	54.6
Massachusetts	49,315	49,973	58,279	62,740	18.2	25.5	50.3	51.8
Michigan	43,974	48,117	46,212	52,398	5.1	8.9	52.2	53.1
Minnesota	20,984	22,665	24,969	27,467	19.0	21.2	51.9	52.4
Mississippi	10,611	12,673	14,076	19,303	32.7	52.3	54.4	57.8
Missouri	27,046	29,559	36,152	42,157	33.7	42.6	52.2	53.8
Montana	3,915	3,688	4,441	4,948	13.4	34.2	48.5	52.7
Nebraska	9,671	11,516	11,518	13,281	19.1	15.3	54.4	53.6
Nevada	3,904	3,565	6,480	6,445	66.0	80.8	47.7	49.9
New Hampshire	5,754	6,235	8,483	9,872	47.4	58.3	52.0	53.8
New Jersey	27,635	29,434	32,863	37,509	18.9	27.4	51.6	53.3
New Mexico	9,409	9,671	10,664	12,098	13.3	25.1	50.7	53.1
New York	110,429	117,113	118,830	125,405	7.6	7.1	51.5	51.3
North Carolina	40,861	49,682	51,849	69,610	26.9	40.1	54.9	57.3
North Dakota	4,313	4,116	4,591	4,794	6.4	16.5	48.8	51.1

See notes at end of table.

**Table 8-A. Number of male and female employees in postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by state of institution: Fall 1993 and 2003—  
Continued**

State	Number of employees: 1993		Number of employees: 2003		Percent change since 1993		Female employees (as percent of total)	
	Male	Female	Male	Female	Male	Female	1993	2003
Ohio	47,444	51,749	56,156	63,688	18.4	23.1	52.2	53.1
Oklahoma	13,946	14,743	16,682	19,296	19.6	30.9	51.4	53.6
Oregon	15,520	19,090	17,830	24,322	14.9	27.4	55.2	57.7
Pennsylvania	66,205	66,830	74,806	78,148	13.0	16.9	50.2	51.1
Rhode Island	6,922	6,486	7,795	8,280	12.6	27.7	48.4	51.5
South Carolina	15,381	18,444	17,402	19,917	13.1	8.0	54.5	53.4
South Dakota	3,080	3,004	3,462	3,773	12.4	25.6	49.4	52.1
Tennessee	22,146	26,032	27,159	35,562	22.6	36.6	54.0	56.7
Texas	79,580	83,494	93,332	106,590	17.3	27.7	51.2	53.3
Utah	12,016	9,782	15,885	13,609	32.2	39.1	44.9	46.1
Vermont	3,712	4,364	4,614	5,647	24.3	29.4	54.0	55.0
Virginia	24,052	29,873	34,334	36,363	42.7	21.7	55.4	51.4
Washington	22,154	25,281	25,624	30,183	15.7	19.4	53.3	54.1
West Virginia	7,683	7,167	8,003	8,095	4.2	12.9	48.3	50.3
Wisconsin	30,360	29,959	34,361	38,166	13.2	27.4	49.7	52.6
Wyoming	2,799	2,740	2,951	3,190	5.4	16.4	49.5	51.9

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.



**Table 8-B. Number of male and female employees in public postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by state of institution: Fall 1993 and 2003**

State	Number of employees: 1993		Number of employees: 2003		Percent change since 1993		Female employees (as percent of total)	
	Male	Female	Male	Female	Male	Female	1993	2003
Total	864,505	918,648	999,094	1,131,202	15.6	23.4	51.5	53.2
Alabama	19,342	26,188	20,912	27,190	8.1	3.8	57.5	56.5
Alaska	1,593	1,706	2,869	3,505	80.1	105.5	51.7	55.0
Arizona	15,819	14,953	20,566	22,525	30.0	50.6	48.6	52.3
Arkansas	7,829	9,983	8,708	11,332	11.2	13.5	56.0	56.5
California	90,701	91,650	105,125	116,603	15.9	27.2	50.3	52.6
Colorado	18,410	16,410	18,276	19,802	-0.7	20.7	47.1	52.0
Connecticut	8,673	9,514	8,731	11,072	0.7	16.4	52.3	55.9
Delaware	2,776	3,415	3,665	4,244	32.0	24.3	55.2	53.7
District of Columbia	989	907	715	722	-27.7	-20.4	47.8	50.2
Florida	34,098	35,651	44,976	48,912	31.9	37.2	51.1	52.1
Georgia	21,456	24,184	28,844	32,886	34.4	36.0	53.0	53.3
Hawaii	4,075	3,839	4,243	4,307	4.1	12.2	48.5	50.4
Idaho	4,109	3,508	4,485	4,564	9.2	30.1	46.1	50.4
Illinois	42,269	44,706	41,459	49,033	-1.9	9.7	51.4	54.2
Iowa	24,074	23,686	25,851	28,112	7.4	18.7	49.6	52.1
Indiana	13,735	13,258	14,649	16,217	6.7	22.3	49.1	52.5
Kansas	13,016	13,121	14,143	15,371	8.7	17.1	50.2	52.1
Kentucky	12,960	14,284	14,255	16,337	10.0	14.4	52.4	53.4
Louisiana	10,101	10,479	16,157	17,709	60.0	69.0	50.9	52.3
Maine	3,376	3,427	3,892	4,535	15.3	32.3	50.4	53.8
Maryland	17,586	16,809	22,164	25,052	26.0	49.0	48.9	53.1
Massachusetts	14,377	16,493	15,756	18,403	9.6	11.6	53.4	53.9
Michigan	37,337	41,110	39,901	45,178	6.9	9.9	52.4	53.1
Minnesota	15,984	17,237	18,675	20,108	16.8	16.7	51.9	51.8
Mississippi	9,907	11,808	13,162	18,217	32.9	54.3	54.4	58.1
Missouri	16,924	18,007	20,544	24,757	21.4	37.5	51.6	54.7
Montana	3,440	3,156	3,911	4,338	13.7	37.5	47.8	52.6
Nebraska	7,650	8,975	9,156	9,959	19.7	11.0	54.0	52.1
Nevada	3,880	3,537	6,440	6,411	66.0	81.3	47.7	49.9
New Hampshire	2,625	2,918	4,411	5,307	68.0	81.9	52.6	54.6
New Jersey	19,825	22,639	24,568	29,626	23.9	30.9	53.3	54.7
New Mexico	9,065	9,362	9,861	11,476	8.8	22.6	50.8	53.8
New York	44,866	45,884	45,702	47,171	1.9	2.8	50.6	50.8
North Carolina	29,323	32,661	34,624	42,603	18.1	30.4	52.7	55.2
North Dakota	4,055	3,773	4,191	4,252	3.4	12.7	48.2	50.4

See notes at end of table.

**Table 8-B. Number of male and female employees in public postsecondary institutions, percentage change since fall 1993, and percentage of female staff, by state of institution: Fall 1993 and 2003—Continued**

State	Number of employees: 1993		Number of employees: 2003		Percent change since 1993.0		Female employees (as percent of total)	
	Male	Female	Male	Female	Male	Female	1993	2003
Ohio	36,324	39,369	41,058	47,155	13.0	19.8	52.0	53.5
Oklahoma	11,772	12,352	14,149	16,899	20.2	36.8	51.2	54.4
Oregon	13,089	16,606	14,850	21,085	13.5	27.0	55.9	58.7
Pennsylvania	35,519	37,167	38,256	39,897	7.7	7.3	51.1	51.0
Rhode Island	2,289	2,394	2,331	2,682	1.8	12.0	51.1	53.5
South Carolina	13,078	16,025	14,545	16,691	11.2	4.2	55.1	53.4
South Dakota	2,528	2,329	2,679	2,836	6.0	21.8	48.0	51.4
Tennessee	14,040	14,163	16,314	19,082	16.2	34.7	50.2	53.9
Texas	66,439	70,342	78,510	89,946	18.2	27.9	51.4	53.4
Utah	8,952	7,751	11,341	10,684	26.7	37.8	46.4	48.5
Vermont	2,110	2,464	2,564	3,236	21.5	31.3	53.9	55.8
Virginia	18,548	23,668	27,233	27,611	46.8	16.7	56.1	50.3
Washington	18,461	21,472	21,822	25,749	18.2	19.9	53.8	54.1
West Virginia	6,759	6,130	6,892	6,712	2.0	9.5	47.6	49.3
Wisconsin	25,663	24,483	28,224	29,975	10.0	22.4	48.8	51.5
Wyoming	2,689	2,695	2,739	3,126	1.9	16.0	50.1	53.3

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 9-A. Number of employees in postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi-dent alien	Race/ethnic-ity un-known	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi-dent alien	Race/ethnic-ity un-known
Total	2,545,920	1,976,208	267,935	99,632	94,230	12,288	69,857	25,770	3,108,301	2,232,377	304,488	160,500	153,393	17,803	143,016	96,724
Alabama	50,168	34,923	12,469	275	1,298	174	831	198	52,883	35,519	12,776	371	1,378	204	2,358	277
Alaska	3,552	2,969	120	72	115	208	64	4	6,674	5,472	159	156	238	334	287	28
Arizona	32,952	24,941	834	3,352	747	796	1,683	599	56,890	39,764	1,926	5,695	1,734	1,050	2,896	3,825
Arkansas	19,968	16,586	2,837	146	257	87	51	4	22,620	18,061	2,775	217	627	131	626	183
California	236,262	164,662	17,071	22,628	23,293	1,710	5,476	1,422	308,775	190,345	19,807	36,473	37,142	2,120	10,510	12,378
Colorado	40,419	33,367	1,195	2,734	1,211	316	473	1,123	46,405	33,700	1,122	3,298	1,377	382	1,620	4,906
Connecticut	35,627	28,296	2,710	906	883	56	1,507	1,269	42,154	30,986	3,440	1,542	1,445	102	2,638	2,001
Delaware	6,990	5,324	1,090	72	142	26	336	0	9,315	6,493	1,224	144	242	39	726	447
District of Columbia	32,404	15,523	12,367	882	2,043	81	832	676	24,677	11,554	7,050	755	1,463	50	1,394	2,411
Florida	91,374	68,351	12,854	5,582	2,585	231	1,060	711	123,940	80,617	16,808	14,930	4,660	378	5,260	1,287
Georgia	62,113	44,948	14,380	530	1,391	63	413	388	82,736	54,080	18,873	1,350	3,382	207	3,713	1,131
Hawaii	9,564	8,318	130	189	767	78	51	31	10,970	4,451	108	219	5,423	60	709	0
Idaho	9,017	7,827	29	75	131	35	146	774	10,746	9,516	65	194	211	83	334	343
Illinois	131,585	98,075	17,212	4,415	5,453	344	5,224	862	152,665	108,460	18,640	6,873	8,500	386	7,091	2,715
Iowa	62,549	53,596	2,737	678	1,456	160	2,905	1,017	72,212	59,140	3,637	1,299	2,302	219	3,388	2,227
Indiana	36,074	31,443	752	349	536	88	2,677	229	41,123	34,544	830	548	918	144	3,306	833
Kansas	29,512	25,287	1,205	512	689	326	785	708	33,347	27,182	1,216	763	801	369	2,266	750
Kentucky	32,056	28,241	2,465	153	583	43	527	44	37,157	30,771	2,768	250	906	73	1,982	407
Louisiana	27,042	17,226	8,059	411	878	34	410	24	42,626	26,528	10,604	745	1,437	105	3,120	87
Maine	9,963	9,496	67	28	79	21	209	63	12,387	10,662	101	85	135	48	252	1,104

See notes at end of table.

**Table 9-A. Number of employees in postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003—  
Continued**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known
Maryland	48,863	35,231	8,752	547	1,538	135	2,515	145	65,340	42,284	12,477	1,191	2,920	202	4,818	1,448
Massachusetts	99,288	84,119	4,846	2,174	3,443	125	2,857	1,724	121,019	90,572	5,831	3,661	5,920	247	8,201	6,587
Michigan	92,091	75,712	8,429	1,685	3,557	395	2,120	193	98,610	74,311	8,616	2,232	4,029	495	5,975	2,952
Minnesota	43,649	38,962	978	461	1,693	309	990	256	52,436	43,376	1,424	722	1,724	380	3,515	1,295
Mississippi	23,284	15,684	6,451	80	720	19	276	54	33,379	21,885	9,685	189	750	36	807	27
Missouri	56,605	47,079	4,687	499	1,255	209	1,931	945	78,309	59,614	6,248	955	2,351	309	3,266	5,566
Montana	7,603	6,743	16	50	91	358	123	222	9,389	7,886	20	65	93	642	234	449
Nebraska	21,187	19,269	816	286	331	105	373	7	24,799	20,969	780	532	649	115	1,296	458
Nevada	7,469	6,310	284	321	272	71	101	110	12,925	9,654	649	907	855	126	318	416
New Hampshire	11,989	11,481	92	88	218	31	74	5	18,355	13,541	150	113	204	59	696	3,592
New Jersey	57,069	40,053	8,868	2,736	2,667	99	1,757	889	70,372	45,165	10,492	4,305	5,108	119	2,965	2,218
New Mexico	19,080	12,723	312	4,753	276	482	482	52	22,762	13,406	385	5,733	505	596	989	1,148
New York	227,542	169,006	27,129	13,331	9,918	450	5,110	2,598	244,235	173,771	23,595	16,350	13,268	704	11,754	4,793
North Carolina	90,543	68,359	17,260	608	1,378	496	2,400	42	121,459	88,518	22,285	1,625	3,007	739	4,282	1,003
North Dakota	8,429	7,513	27	46	165	356	299	23	9,385	7,822	59	54	125	579	630	116
Ohio	99,193	82,573	8,810	942	2,387	216	3,160	1,105	119,844	92,277	10,588	1,569	3,911	359	6,037	5,103
Oklahoma	28,689	24,030	1,531	414	572	1,176	777	189	35,978	28,603	2,015	664	928	1,761	1,899	108
Oregon	34,610	29,778	492	566	921	200	956	1,697	42,152	34,920	740	1,218	1,699	342	1,410	1,823
Pennsylvania	133,035	110,619	11,787	1,596	4,357	185	2,858	1,633	152,954	121,040	13,717	2,542	5,451	358	7,426	2,420
Rhode Island	13,408	11,842	651	189	272	72	318	64	16,075	12,855	844	398	435	92	730	721

See notes at end of table.

**Table 9-A. Number of employees in postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003—  
Continued**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi-dent alien	Race/ethnic-ity un-known	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi-dent alien	Race/ethnic-ity un-known
South Carolina	33,825	25,542	6,955	154	468	32	566	108	37,319	27,694	7,025	380	1,012	149	906	153
South Dakota	6,084	5,587	38	42	170	172	75	0	7,235	6,231	37	56	249	457	119	86
Tennessee	48,178	37,279	8,056	349	989	84	897	524	62,721	47,556	9,772	659	1,694	144	1,307	1,589
Texas	163,074	112,534	15,637	20,576	5,641	550	7,533	603	199,922	124,074	18,699	32,707	10,623	900	10,751	2,168
Utah	21,798	19,266	135	438	537	102	713	607	29,494	24,760	211	779	886	149	872	1,837
Vermont	8,076	7,118	73	72	139	19	57	598	10,261	8,849	114	100	212	25	262	699
Virginia	53,925	41,109	10,276	392	1,020	99	1,001	28	70,697	48,122	9,099	886	1,900	129	3,486	7,075
Washington	47,435	39,761	1,512	1,165	3,181	500	810	506	55,807	44,212	1,620	1,814	4,134	628	2,226	1,173
West Virginia	14,850	13,284	592	69	304	33	565	3	16,098	13,871	617	174	358	40	888	150
Wisconsin	60,319	53,311	1,829	808	1,165	297	2,215	694	72,527	61,550	2,729	1,809	4,023	391	213	1,812
Wyoming	5,539	4,932	31	206	48	34	288	0	6,141	5,144	36	204	49	47	262	399

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 9-B. Percentage change since fall 1993 in number of employees in postsecondary institutions in each racial/ethnic group, by state of institution: Fall 2003**

State	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	22.1	13.0	13.6	61.1	62.8	44.9	104.7	275.3
Alabama	5.4	1.7	2.5	34.9	6.2	17.2	183.8	39.9
Alaska	87.9	84.3	32.5	116.7	107.0	60.6	348.4	600.0
Arizona	72.6	59.4	130.9	69.9	132.1	31.9	72.1	538.6
Arkansas	13.3	8.9	-2.2	48.6	144.0	50.6	1127.5	4475.0
California	30.7	15.6	16.0	61.2	59.5	24.0	91.9	770.5
Colorado	14.8	1.0	-6.1	20.6	13.7	20.9	242.5	336.9
Connecticut	18.3	9.5	26.9	70.2	63.6	82.1	75.0	57.7
Delaware	33.3	22.0	12.3	100.0	70.4	50.0	116.1	†
District of Columbia	-23.8	-25.6	-43.0	-14.4	-28.4	-38.3	67.5	256.7
Florida	35.6	17.9	30.8	167.5	80.3	63.6	396.2	81.0
Georgia	33.2	20.3	31.2	154.7	143.1	228.6	799.0	191.5
Hawaii	14.7	-46.5	-16.9	15.9	607.0	-23.1	1290.2	-100.0
Idaho	19.2	21.6	124.1	158.7	61.1	137.1	128.8	-55.7
Illinois	16.0	10.6	8.3	55.7	55.9	12.2	35.7	215.0
Iowa	15.4	10.3	32.9	91.6	58.1	36.9	16.6	119.0
Indiana	14.0	9.9	10.4	57.0	71.3	63.6	23.5	263.8
Kansas	13.0	7.5	0.9	49.0	16.3	13.2	188.7	5.9
Kentucky	15.9	9.0	12.3	63.4	55.4	69.8	276.1	825.0
Louisiana	57.6	54.0	31.6	81.3	63.7	208.8	661.0	262.5
Maine	24.3	12.3	50.7	203.6	70.9	128.6	20.6	1652.4
Maryland	33.7	20.0	42.6	117.7	89.9	49.6	91.6	898.6
Massachusetts	21.9	7.7	20.3	68.4	71.9	97.6	187.0	282.1
Michigan	7.1	-1.9	2.2	32.5	13.3	25.3	181.8	1429.5
Minnesota	20.1	11.3	45.6	56.6	1.8	23.0	255.1	405.9
Mississippi	43.4	39.5	50.1	136.3	4.2	89.5	192.4	-50.0
Missouri	38.3	26.6	33.3	91.4	87.3	47.8	69.1	489.0
Montana	23.5	17.0	25.0	30.0	2.2	79.3	90.2	102.3
Nebraska	17.0	8.8	-4.4	86.0	96.1	9.5	247.5	6442.9
Nevada	73.0	53.0	128.5	182.6	214.3	77.5	214.9	278.2
New Hampshire	53.1	17.9	63.0	28.4	-6.4	90.3	840.5	71740.0
New Jersey	23.3	12.8	18.3	57.3	91.5	20.2	68.8	149.5
New Mexico	19.3	5.4	23.4	20.6	83.0	23.7	105.2	2107.7
New York	7.3	2.8	-13.0	22.6	33.8	56.4	130.0	84.5
North Carolina	34.1	29.5	29.1	167.3	118.2	49.0	78.4	2288.1
North Dakota	11.3	4.1	118.5	17.4	-24.2	62.6	110.7	404.3

See notes at end of table.

**Table 9-B. Percentage change since fall 1993 in number of employees in postsecondary institutions in each racial/ethnic group, by state of institution: Fall 2003—Continued**

State	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Ohio	20.8	11.8	20.2	66.6	63.8	66.2	91.0	361.8
Oklahoma	25.4	19.0	31.6	60.4	62.2	49.7	144.4	-42.9
Oregon	21.8	17.3	50.4	115.2	84.5	71.0	47.5	7.4
Pennsylvania	15.0	9.4	16.4	59.3	25.1	93.5	159.8	48.2
Rhode Island	19.9	8.6	29.6	110.6	59.9	27.8	129.6	1026.6
South Carolina	10.3	8.4	1.0	146.8	116.2	365.6	60.1	41.7
South Dakota	18.9	11.5	-2.6	33.3	46.5	165.7	58.7	†
Tennessee	30.2	27.6	21.3	88.8	71.3	71.4	45.7	203.2
Texas	22.6	10.3	19.6	59.0	88.3	63.6	42.7	259.5
Utah	35.3	28.5	56.3	77.9	65.0	46.1	22.3	202.6
Vermont	27.1	24.3	56.2	38.9	52.5	31.6	359.6	16.9
Virginia	31.1	17.1	-11.5	126.0	86.3	30.3	248.3	25167.9
Washington	17.6	11.2	7.1	55.7	30.0	25.6	174.8	131.8
West Virginia	8.4	4.4	4.2	152.2	17.8	21.2	57.2	4900.0
Wisconsin	20.2	15.5	49.2	123.9	245.3	31.6	-90.4	161.1
Wyoming	10.9	4.3	16.1	-1.0	2.1	38.2	-9.0	†

† Not applicable.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 10-A. Number of employees in public postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-Indian	Non-resi- dent alien	Race/ ethnic- ity un- known	Total	White	Black	His-panic	Asian	Amer-Indian	Non-resi- dent alien	Race/ ethnic- ity un- known
Total	1,784,153	1,384,150	181,000	71,287	65,084	10,416	54,536	17,680	2,130,296	1,524,198	206,349	115,791	106,370	14,488	106,546	56,554
Alabama	45,530	32,354	10,600	234	1,151	170	827	194	48,102	32,855	10,907	355	1,263	200	2,296	226
Alaska	3,299	2,753	112	66	103	200	64	1	6,374	5,211	154	154	226	314	287	28
Arizona	30,772	23,286	783	3,240	701	781	1,674	307	43,091	29,211	1,139	4,931	1,256	994	2,872	2,688
Arkansas	17,812	14,773	2,551	104	249	85	47	3	20,040	15,756	2,555	208	612	122	618	169
California	182,351	126,349	13,229	17,506	18,688	1,407	4,505	667	221,728	138,431	14,163	27,065	28,025	1,761	7,545	4,738
Colorado	34,820	28,446	990	2,507	1,115	288	427	1,047	38,078	27,057	830	2,852	1,214	337	1,472	4,316
Connecticut	18,187	14,890	1,154	569	471	43	705	355	19,803	14,776	1,369	888	718	56	1,082	914
Delaware	6,191	4,612	1,025	69	127	22	336	0	7,909	5,636	1,126	134	221	38	725	29
District of Columbia	1,896	174	1,080	21	130	2	0	489	1,437	233	1,027	20	119	7	0	31
Florida	69,749	53,593	10,429	2,573	2,134	204	695	121	93,888	62,219	13,134	9,596	3,799	309	4,049	782
Georgia	45,640	34,154	9,583	309	1,129	58	387	20	61,730	41,381	12,521	925	2,386	147	3,605	765
Hawaii	7,914	7,367	92	139	178	72	42	24	8,550	3,248	54	151	4,501	32	564	0
Idaho	7,617	6,448	26	65	126	34	144	774	9,049	7,932	60	177	194	83	333	270
Illinois	86,975	65,151	10,315	2,694	3,158	295	4,564	798	90,492	65,013	10,335	3,858	4,619	293	5,742	632
Iowa	47,760	40,622	2,103	486	1,209	139	2,564	637	53,963	43,346	2,718	918	1,951	189	3,113	1,728
Indiana	26,993	22,880	624	288	441	76	2,463	221	30,866	24,989	639	448	797	120	3,216	657
Kansas	26,137	22,449	1,122	461	665	322	778	340	29,514	23,610	1,116	708	771	366	2,257	686
Kentucky	27,244	23,649	2,303	143	543	38	524	44	30,592	24,752	2,512	227	850	58	1,924	269
Louisiana	20,580	12,953	6,315	215	661	20	398	18	33,866	21,275	8,115	451	972	78	2,927	48
Maine	6,803	6,476	27	15	48	18	191	28	8,427	6,936	41	47	78	35	225	1,065

See notes at end of table.



**Table 10-A. Number of employees in public postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003—  
Continued**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known
Maryland	34,395	23,838	6,903	402	1,093	88	1,943	128	47,216	29,480	9,898	970	1,993	143	3,456	1,276
Massachusetts	30,870	26,883	1,325	693	1,113	58	145	653	34,159	26,451	1,503	1,016	1,565	93	1,308	2,223
Michigan	78,447	64,513	7,015	1,338	3,263	372	1,806	140	85,079	63,288	7,478	1,937	3,752	466	5,806	2,352
Minnesota	33,221	29,056	785	356	1,552	262	971	239	38,783	31,310	1,075	542	1,437	328	3,434	657
Mississippi	21,715	14,656	5,998	72	677	19	273	20	31,379	20,546	9,105	178	717	33	777	23
Missouri	34,931	29,679	2,839	295	640	163	1,266	49	45,301	36,736	3,587	573	1,207	237	2,271	690
Montana	6,596	5,918	11	41	81	245	78	222	8,249	7,095	17	58	87	346	232	414
Nebraska	16,625	15,007	671	244	235	94	367	7	19,115	15,932	542	387	462	99	1,277	416
Nevada	7,417	6,265	284	316	270	71	101	110	12,851	9,590	648	899	854	126	318	416
New Hampshire	5,543	5,359	33	27	80	18	26	0	9,718	6,418	55	52	64	19	297	2,813
New Jersey	42,464	28,238	7,531	2,292	2,034	82	1,525	762	54,194	33,056	9,012	3,671	4,263	98	2,274	1,820
New Mexico	18,427	12,210	299	4,645	271	474	482	46	21,337	12,592	339	5,453	485	583	985	900
New York	90,750	68,324	11,111	4,526	3,110	234	2,119	1,326	92,873	67,084	10,096	6,077	4,153	308	3,806	1,349
North Carolina	61,984	47,774	10,579	442	917	444	1,822	6	77,227	57,673	13,103	1,068	1,554	640	2,688	501
North Dakota	7,828	7,026	26	46	161	247	299	23	8,443	7,064	56	49	120	414	624	116
Ohio	75,693	62,166	7,175	786	1,944	194	2,717	711	88,213	66,270	8,304	1,241	2,922	313	5,164	3,999
Oklahoma	24,124	20,165	1,325	345	491	1,025	768	5	31,048	24,530	1,787	571	823	1,534	1,760	43
Oregon	29,695	25,353	440	499	798	189	950	1,466	35,935	29,554	675	1,023	1,493	318	1,359	1,513
Pennsylvania	72,686	58,855	7,102	888	1,924	125	2,386	1,406	78,153	61,633	7,401	1,302	2,792	243	4,075	707
Rhode Island	4,683	4,292	167	47	113	44	20	0	5,013	3,970	162	87	150	42	170	432

See notes at end of table.

**Table 10-A. Number of employees in public postsecondary institutions in each racial/ethnic group, by state of institution: Fall 1993 and 2003—  
Continued**

State	1993								2003							
	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known	Total	White	Black	His-panic	Asian	Amer-ican	Non-resi- dent alien	Race/ ethnic- ity un- known
South Carolina	29,103	21,982	5,886	141	405	29	552	108	31,236	23,414	5,459	340	959	142	877	45
South Dakota	4,857	4,380	35	37	161	170	74	0	5,515	4,740	32	46	237	279	116	65
Tennessee	28,203	22,285	3,802	165	544	48	858	501	35,396	26,703	5,327	289	806	88	1,129	1,054
Texas	136,781	92,846	13,646	18,251	4,630	483	6,403	522	168,456	103,069	15,688	29,045	8,969	816	9,793	1,076
Utah	16,703	14,491	127	371	462	93	602	557	22,025	18,029	193	659	673	137	795	1,539
Vermont	4,574	3,788	38	38	100	17	43	550	5,800	4,692	61	57	148	22	235	585
Virginia	42,216	32,039	8,036	289	838	92	922	0	54,844	36,253	6,213	659	1,555	116	3,341	6,707
Washington	39,933	33,038	1,336	1,046	2,912	440	798	363	47,571	37,312	1,374	1,583	3,670	559	2,175	898
West Virginia	12,889	11,409	563	63	272	32	550	0	13,604	11,580	558	116	329	31	871	119
Wisconsin	50,146	44,147	1,421	685	918	256	2,047	672	58,199	49,383	2,052	1,537	3,513	329	19	1,366
Wyoming	5,384	4,789	28	197	48	34	288	0	5,865	4,884	34	193	46	47	262	399

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 10-B. Percentage change since fall 1993 in number of employees in public postsecondary institutions in each racial/ethnic group, by state of institution: Fall 2003**

State	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	19.5	10.1	14.0	62.4	63.4	39.1	95.4	219.9
Alabama	3.4	1.5	2.9	51.7	9.7	17.6	177.6	-81.1
Alaska	93.2	89.3	37.5	133.3	119.4	57.0	348.4	2700.0
Arizona	40.0	25.4	45.5	52.2	79.2	27.3	71.6	775.6
Arkansas	12.5	6.7	0.2	100.0	145.8	43.5	1214.9	5533.3
California	21.6	9.6	7.1	54.6	50.0	25.2	67.5	610.3
Colorado	9.4	-4.9	-16.2	13.8	8.9	17.0	244.7	312.2
Connecticut	8.9	-0.8	18.6	56.1	52.4	30.2	53.5	157.5
Delaware	27.7	22.2	9.9	94.2	74.0	72.7	115.8	†
District of Columbia	-24.2	33.9	-4.9	-4.8	-8.5	250.0	†	-93.7
Florida	34.6	16.1	25.9	272.9	78.0	51.5	482.6	546.3
Georgia	35.3	21.2	30.7	199.4	111.3	153.4	831.5	3725.0
Hawaii	8.0	-55.9	-41.3	8.6	2428.7	-55.6	1242.9	-100.0
Idaho	18.8	23.0	130.8	172.3	54.0	144.1	131.3	-65.1
Illinois	4.0	-0.2	0.2	43.2	46.3	-0.7	25.8	-20.8
Iowa	13.0	6.7	29.2	88.9	61.4	36.0	21.4	171.3
Indiana	14.3	9.2	2.4	55.6	80.7	57.9	30.6	197.3
Kansas	12.9	5.2	-0.5	53.6	15.9	13.7	190.1	101.8
Kentucky	12.3	4.7	9.1	58.7	56.5	52.6	267.2	511.4
Louisiana	64.6	64.2	28.5	109.8	47.0	290.0	635.4	166.7
Maine	23.9	7.1	51.9	213.3	62.5	94.4	17.8	3703.6
Maryland	37.3	23.7	43.4	141.3	82.3	62.5	77.9	896.9
Massachusetts	10.7	-1.6	13.4	46.6	40.6	60.3	802.1	240.4
Michigan	8.5	-1.9	6.6	44.8	15.0	25.3	221.5	1580.0
Minnesota	16.7	7.8	36.9	52.2	-7.4	25.2	253.7	174.9
Mississippi	44.5	40.2	51.8	147.2	5.9	73.7	184.6	15.0
Missouri	29.7	23.8	26.3	94.2	88.6	45.4	79.4	1308.2
Montana	25.1	19.9	54.5	41.5	7.4	41.2	197.4	86.5
Nebraska	15.0	6.2	-19.2	58.6	96.6	5.3	248.0	5842.9
Nevada	73.3	53.1	128.2	184.5	216.3	77.5	214.9	278.2
New Hampshire	75.3	19.8	66.7	92.6	-20.0	5.6	1042.3	†
New Jersey	27.6	17.1	19.7	60.2	109.6	19.5	49.1	138.8
New Mexico	15.8	3.1	13.4	17.4	79.0	23.0	104.4	1856.5
New York	2.3	-1.8	-9.1	34.3	33.5	31.6	79.6	1.7
North Carolina	24.6	20.7	23.9	141.6	69.5	44.1	47.5	8250.0
North Dakota	7.9	0.5	115.4	6.5	-25.5	67.6	108.7	404.3

See notes at end of table.

**Table 10-B. Percentage change since fall 1993 in number of employees in public postsecondary institutions in each racial/ethnic group, by state of institution: Fall 2003—Continued**

State	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Ohio	16.5	6.6	15.7	57.9	50.3	61.3	90.1	462.4
Oklahoma	28.7	21.6	34.9	65.5	67.6	49.7	129.2	760.0
Oregon	21.0	16.6	53.4	105.0	87.1	68.3	43.1	3.2
Pennsylvania	7.5	4.7	4.2	46.6	45.1	94.4	70.8	-49.7
Rhode Island	7.0	-7.5	-3.0	85.1	32.7	-4.5	750.0	†
South Carolina	7.3	6.5	-7.3	141.1	136.8	389.7	58.9	-58.3
South Dakota	13.5	8.2	-8.6	24.3	47.2	64.1	56.8	†
Tennessee	25.5	19.8	40.1	75.2	48.2	83.3	31.6	110.4
Texas	23.2	11.0	15.0	59.1	93.7	68.9	52.9	106.1
Utah	31.9	24.4	52.0	77.6	45.7	47.3	32.1	176.3
Vermont	26.8	23.9	60.5	50.0	48.0	29.4	446.5	6.4
Virginia	29.9	13.2	-22.7	128.0	85.6	26.1	262.4	†
Washington	19.1	12.9	2.8	51.3	26.0	27.0	172.6	147.4
West Virginia	5.5	1.5	-0.9	84.1	21.0	-3.1	58.4	†
Wisconsin	16.1	11.9	44.4	124.4	282.7	28.5	-99.1	103.3
Wyoming	8.9	2.0	21.4	-2.0	-4.2	38.2	-9.0	†

† Not applicable.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

## Changes in the Distribution of Postsecondary Staff

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The distribution of postsecondary staff by type of institution remained fairly stable from 1993 to 2003. However, compared with 1993, the postsecondary workforce in 2003 consisted of more part-time and female employees and was more professionally oriented and more racially/ethnically diverse.

### Type of Institution<sup>19</sup>

Overall, the staffing structure—by either sector or Carnegie classification—remained fairly stable during the decade under study. For example, in both years, nearly all postsecondary staff (97–98 percent) were employed by the three major sectors of institutions: public 4-year (52 and 50 percent in 1993 and 2003, respectively), private not-for-profit 4-year (29 percent in both years), and public 2-year (18 percent in both years) (table 11). The decrease in the proportion of staff employed by public 4-year institutions is consistent with the fact that student enrollment in these institutions declined by 2 percentage points during this period.<sup>20</sup> The concentration of the postsecondary workforce in the public (both 4- and 2-year) and private not-for-profit sectors parallels student enrollment: in both years, 97 percent of total fall enrollment came from these three sectors.<sup>21</sup>

The primary mission of public 2-year institutions (often also referred to as “community colleges”) emphasizes teaching, in contrast to 4-year institutions where research (including research by and related to graduate students) is essential to the day-to-day operations. Furthermore, students at public 2-year institutions are more likely than their peers at 4-year colleges and universities to attend part time while working full time (Horn and Nevill 2006), hence requiring fewer on-campus services such as housing, food service, and health care. Therefore, it is not unexpected that public 2-year institutions enrolled 36–37 percent of all

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<sup>19</sup> This section is limited to institutions that remained unchanged in their institutional characteristics (e.g., in control, level, or sector), in order to avoid counting staff (whose institutions had changed in characteristics) for one type of institution in 1993 but for another type of institution in 2003.

<sup>20</sup> From 42 percent in 1993 to 40 percent in 2003, based on the IPEDS 1993 and 2003 “Fall Enrollment Survey” data available at <http://nces.ed.gov/ipeds/pas/dct/inc/expire.asp> (data not shown in tables).

<sup>21</sup> Based on the IPEDS 1993 and 2003 “Fall Enrollment Survey” data available at <http://nces.ed.gov/ipeds/pas/dct/inc/expire.asp> (data not shown in tables).

**Table 11. Percentage distribution of employees in postsecondary institutions and change in percentage points since fall 1993, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	Change in percentage points since 1993		
	1993	2003	
Total	100.0	100.0	0.0
Control of institution <sup>1</sup>			
Public	70.0	68.5	-1.5
Private not-for-profit	29.1	29.8	0.7
Private for-profit	0.8	1.6	0.9
Level of institution <sup>2</sup>			
4-year	81.0	80.4	-0.6
2-year	18.0	18.5	0.5
Sector of institution <sup>3</sup>			
Public 4-year	51.9	49.9	-2.0
Private not-for-profit 4-year	28.7	29.4	0.7
Private for-profit 4-year	0.4	1.1	0.7
Public 2-year	17.6	18.1	0.4
Private not-for-profit 2-year	0.2	0.2	0.0
Private for-profit 2-year	0.2	0.3	0.1
Carnegie classification of institution <sup>4,5</sup>			
Doctorate-granting	47.3	46.6	-0.8
Master's	14.6	15.3	0.6
Bachelor's	5.9	5.9	0.0
Associate's	18.2	18.7	0.6
Specialized	8.0	7.0	-1.0
Employment status			
Full-time	68.5	65.4	-3.1
Part-time	31.5	34.6	3.1
Gender			
Male	48.3	47.0	-1.3
Female	51.7	53.0	1.3
Race/ethnicity <sup>6</sup>			
White	77.6	71.8	-5.8
Black	10.5	9.8	-0.7
Hispanic	3.9	5.2	1.3
Asian	3.7	4.9	1.2
American Indian	0.5	0.6	0.1
Nonresident alien	2.7	4.6	1.9
Race/ethnicity unknown	1.0	3.1	2.1

See notes at end of table.

**Table 11. Percentage distribution of employees in postsecondary institutions and change in percentage points since fall 1993, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	Change in percentage points		
	1993	2003	since 1993
Primary occupation			
Professional	64.8	70.9	6.1
Executive/administrative/managerial	5.5	5.8	0.3
Faculty	35.1	36.3	1.2
Full-time	21.0	19.7	-1.3
9 to 10 months	14.9	14.1	-0.8
11 to 12 months	5.9	5.5	-0.4
Less than 9 months	0.2	0.1	-0.1
Part-time	14.1	16.6	2.5
Instruction/research assistant	7.9	9.4	1.5
Professional support/service	16.3	19.5	3.1
Nonprofessional	35.2	29.1	-6.1
Technical/paraprofessional	7.1	6.2	-0.9
Clerical/secretarial	16.8	13.8	-3.0
Skilled crafts	2.5	2.0	-0.5
Service/maintenance	8.8	7.1	-1.7

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

students in postsecondary institutions,<sup>22</sup> even though they employed a much smaller proportion of the postsecondary workforce (18 percent in both 1993 and 2003) (table 11). In comparison, the percentage of students enrolled at 4-year colleges and universities was smaller than that of staff employed (e.g., 40–42 percent vs. 50–52 percent at public 4-year, and 19–20 percent vs. 29 percent at private not-for-profit 4-year).

This difference in student enrollment relative to workforce staffing between community colleges and their 4-year peers at public and private not-for-profit institutions is also reflected in the student-to-staff ratio. While in both years the ratio of students to staff at public 2-year institutions was about 11 to 1, it was 4 to 1 at 4-year (both public and private not-for-profit) institutions.<sup>23</sup>

Despite differences among the various Carnegie classifications in the growth rate in total number of staff employed as discussed earlier (table 2), the percentage distribution of staff by Carnegie classification remained unchanged over the decade. In both 1993 and 2003, staff in doctoral institutions accounted for 47 percent of the total workforce in postsecondary institutions, followed in order by those in associate's (18 percent), master's (15 percent), specialized (7–8 percent), and bachelor's (6 percent) institutions.<sup>24</sup>

## **Employment Status**

Because the total number of part-time staff at postsecondary institutions increased more than full-time staff, as shown earlier, the proportion of part-time staff increased from 31 percent in 1993 to 35 percent in 2003 (table 12), continuing the well-established pattern of increased use of part-time postsecondary staff (Cahalan and Roey 1996). Furthermore, this shift toward more part-time employment held across all types of institutions and racial /ethnic groups (except for Asian staff and staff with unknown race/ethnicity), and by gender. Excluding instruction/research assistants—who are all part-time employees by definition—faculty had the highest proportions of staff who were employed part time in both years: 40 percent in 1993, increasing to 46 percent in 2003. In contrast, the proportion of part-time staff ranged from 4 to 22 percent in 1993 and from 3 to 21 percent in 2003 for staff in all other primary occupations.

However, there were notable variations in the rates of part-time employment across different types of institutions and by staff's racial/ethnic background and primary occupation. For

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<sup>22</sup> Based on the IPEDS 1993 and 2003 "Fall Enrollment Survey" data available at <http://nces.ed.gov/ipeds/pas/dct/inc/expire.asp> (data not shown in tables).

<sup>23</sup> Ibid.

<sup>24</sup> The remaining 6–7 percent were accounted for by staff employed in institutions that have either changed in Carnegie classification over time or were not classified.



**Table 12. Percentage distribution of employees in postsecondary institutions by employment status and change since fall 1993 in percentage of part-time staff, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993		2003		Change since 1993 in percentage of part-time staff
	Full-time	Part-time	Full-time	Part-time	
Total	68.5	31.5	65.4	34.6	3.1
Control of institution <sup>1</sup>					
Public	66.6	33.4	63.2	36.8	3.3
Private not-for-profit	73.6	26.4	71.4	28.6	2.2
Private for-profit	54.6	45.4	48.9	51.1	5.7
Level of institution <sup>2</sup>					
4-year	72.6	27.4	69.4	30.6	3.1
2-year	50.9	49.1	48.8	51.2	2.1
Sector of institution <sup>3</sup>					
Public 4-year	72.2	27.8	68.8	31.2	3.3
Private not-for-profit 4-year	73.7	26.3	71.5	28.5	2.2
Private for-profit 4-year	43.0	57.0	41.2	58.8	1.8
Public 2-year	50.6	49.4	48.4	51.6	2.1
Private not-for-profit 2-year	67.7	32.3	64.8	35.2	3.0
Private for-profit 2-year	66.3	33.7	64.1	35.9	2.2
Carnegie classification of institution <sup>4,5</sup>					
Doctorate-granting	71.2	28.8	68.8	31.2	2.4
Master's	73.7	26.3	68.7	31.3	5.0
Bachelor's	76.5	23.5	76.0	24.0	0.5
Associate's	50.6	49.4	48.5	51.5	2.2
Specialized	77.6	22.4	76.0	24.0	1.5
Gender					
Male	68.0	32.0	64.5	35.5	3.5
Female	69.0	31.0	66.3	33.7	2.7
Race/ethnicity <sup>6</sup>					
White	68.9	31.1	67.4	32.6	1.5
Black	79.8	20.2	76.2	23.8	3.7
Hispanic	73.2	26.8	71.5	28.5	1.7
Asian	64.7	35.3	68.0	32.0	-3.3
American Indian	72.8	27.2	70.0	30.0	2.8
Nonresident alien	33.8	66.2	30.5	69.5	3.3
Race/ethnicity unknown	10.1	89.9	22.8	77.2	-12.7

See notes at end of table.

**Table 12. Percentage distribution of employees in postsecondary institutions by employment status and change since fall 1993 in percentage of part-time staff, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993		2003		Change since 1993 in percentage of part-time staff
	Full-time	Part-time	Full-time	Part-time	
Primary occupation <sup>7</sup>					
Professional	61.5	38.5	59.1	40.9	2.5
Executive/administrative/managerial	96.0	4.0	96.6	3.4	-0.6
Faculty	59.8	40.2	54.3	45.7	5.5
Professional support/service	83.6	16.4	85.4	14.6	-1.9
Nonprofessional	81.4	18.6	81.0	19.0	0.4
Technical/paraprofessional	77.5	22.5	78.7	21.3	-1.2
Clerical/secretarial	80.4	19.6	78.9	21.1	1.5
Skilled crafts	95.2	4.8	95.4	4.6	-0.3
Service/maintenance	82.6	17.4	83.2	16.8	-0.7

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

<sup>7</sup>Included in the totals but not shown separately are instruction/research assistant staff who by definition are all part-time.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

example, while only about one-quarter (23 to 24 percent) of staff at bachelor's colleges were part-time employees in both years, the likelihood of their counterparts in associate's colleges to be in part-time employment was 49 percent in 1993 and 51 percent in 2003 (table 12). Similarly, contrasting with a majority (66 to 90 percent) of nonresident alien staff and staff whose

race/ethnicity is unknown in part-time positions, the proportion of part-time employees was only 20 to 35 percent among other racial/ethnic groups.

## **Gender**

Between 1993 and 2003, the proportion of female staff increased slightly from 52 to 53 percent (table 13). The increase in the proportion of female staff at postsecondary institutions was observed across all types of institutions—except for the private for-profit sectors and specialized institutions, for both part-time and full-time employment, and among all racial/ethnic groups. However, this gender gain occurred primarily among the academic core staff. The proportion of female staff among faculty, instruction/research assistant, and executive, administrative, and managerial staff increased from 5 to 8 percentage points, while the proportion remained mostly unchanged for skilled crafts staff (an increase of 0.4 percent) or decreased slightly (1–2 percent) among all other support personnel groups.

As with the distribution by employment status, the proportion of female staff relative to male staff varied among institutions and by various individual and employment characteristics.

## **Race/Ethnicity**

Consistent with the increasing racial/ethnic diversity in the overall U.S. population, the postsecondary workforce experienced gains in the proportion of staff who were in racial/ethnic groups other than White or Black between 1993 and 2003 (table 14). This pattern held across all types of institutions, regardless of employment status, individual characteristics, or primary occupation.

Nevertheless, compared with the U.S. population in general, White staff were still somewhat overrepresented on postsecondary campuses in 2003 (72 percent vs. 68 percent in the U.S. resident population) (U.S. Census Bureau 2005, No. 13). By contrast, in both years, Hispanics were underrepresented in the postsecondary workforce compared with the U.S. resident population (4 vs. 10 percent in 1993 and 5 vs. 12 percent in 2003).

In both 1993 and 2003, White staff were overrepresented in faculty and executive, administrative, and managerial positions but underrepresented as service/maintenance staff; they made up 78 to 86 percent of the former staff but only 56 to 57 percent of the latter, whereas they represented 72 to 77 percent of the entire workforce overall. By contrast, the reverse was observed for staff of Black or Hispanic origin. Black and Hispanic staff together constituted 14 to 15 percent of the entire workforce at postsecondary institutions; however, they filled up 38 to 39

**Table 13. Percentage distribution of employees in postsecondary institutions by gender and change since fall 1993 in percentage of female staff, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993		2003		Change since 1993 in percentage of female staff
	Male	Female	Male	Female	
Total	48.3	51.7	47.0	53.0	1.3
Control of institution <sup>1</sup>					
Public	48.5	51.5	46.9	53.1	1.6
Private not-for-profit	47.8	52.2	46.8	53.2	1.1
Private for-profit	49.8	50.2	54.0	46.0	-4.3
Level of institution <sup>2</sup>					
4-year	48.9	51.1	47.7	52.3	1.2
2-year	45.9	54.1	43.9	56.1	1.9
Sector of institution <sup>3</sup>					
Public 4-year	49.4	50.6	48.0	52.0	1.4
Private not-for-profit 4-year	47.8	52.2	46.8	53.2	1.1
Private for-profit 4-year	53.8	46.2	57.0	43.0	-3.2
Public 2-year	45.9	54.1	43.9	56.1	2.0
Private not-for-profit 2-year	43.5	56.5	42.1	57.9	1.4
Private for-profit 2-year	42.7	57.3	46.0	54.0	-3.3
Carnegie classification of institution <sup>4,5</sup>					
Doctorate-granting	50.1	49.9	48.8	51.2	1.3
Master's	49.8	50.2	46.9	53.1	2.8
Bachelor's	48.0	52.0	46.8	53.2	1.3
Associate's	45.9	54.1	44.2	55.8	1.8
Specialized	41.5	58.5	42.2	57.8	-0.7
Employment status					
Full-time	47.9	52.1	46.3	53.7	1.6
Part-time	49.1	50.9	48.3	51.7	0.8
Race/ethnicity <sup>6</sup>					
White	48.5	51.5	47.0	53.0	1.6
Black	38.7	61.3	38.1	61.9	0.5
Hispanic	46.4	53.6	43.7	56.3	2.8
Asian	55.3	44.7	51.0	49.0	4.3
American Indian	45.3	54.7	43.4	56.6	2.0
Nonresident alien	68.8	31.2	62.5	37.5	6.3
Race/ethnicity unknown	56.5	43.5	51.6	48.4	4.9

See notes at end of table.

**Table 13. Percentage distribution of employees in postsecondary institutions by gender and change since fall 1993 in percentage of female staff, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993		2003		Change since 1993 in percentage of female staff
	Male	Female	Male	Female	
Primary occupation					
Professional	55.2	44.8	51.2	48.8	4.0
Executive/administrative/managerial	57.7	42.3	49.4	50.6	8.3
Faculty	61.4	38.6	56.7	43.3	4.7
Full-time	66.7	33.3	60.8	39.2	5.9
9 to 10 months	65.8	34.2	59.6	40.4	6.2
11 to 12 months	69.0	31.0	63.9	36.1	5.1
Less than 9 months	57.7	42.3	53.7	46.3	4.0
Part-time	53.4	46.6	51.8	48.2	1.7
Instruction/research assistant	59.4	40.6	53.7	46.3	5.6
Professional support/service	39.2	60.8	40.3	59.7	-1.1
Nonprofessional	39.3	60.7	40.4	59.6	-1.0
Technical/paraprofessional	39.8	60.2	40.6	59.4	-0.8
Clerical/secretarial	11.7	88.3	13.6	86.4	-1.9
Skilled crafts	93.6	6.4	93.2	6.8	0.4
Service/maintenance	61.5	38.5	62.4	37.6	-0.9

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 14. Percentage distribution of employees in postsecondary institutions by race/ethnicity and institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	77.6	10.5	3.9	3.7	0.5	2.7	1.0	71.8	9.8	5.2	4.9	0.6	4.6	3.1
Control of institution <sup>1</sup>														
Public	77.6	10.2	4.0	3.6	0.6	3.1	0.9	70.3	9.5	5.3	4.9	0.7	4.9	2.6
Private not-for-profit	77.5	11.5	3.7	3.8	0.2	2.1	1.1	71.6	9.9	4.4	4.8	0.3	3.9	4.0
Private for-profit	81.7	7.0	4.8	3.1	0.2	0.2	3.0	41.3	5.5	3.5	2.6	0.2	0.0	3.4
Level of institution <sup>2</sup>														
4-year	76.7	10.9	3.7	4.1	0.4	3.4	0.8	69.3	9.5	4.7	5.2	0.5	5.4	2.8
2-year	81.4	8.9	4.8	2.2	0.7	0.1	1.8	68.7	8.9	5.8	2.9	0.8	0.6	3.9
Sector of institution <sup>3</sup>														
Public 4-year	76.3	10.5	3.7	4.2	0.5	4.1	0.6	69.4	9.5	4.8	5.6	0.6	6.5	2.0
Private not-for-profit 4-year	77.3	11.6	3.7	3.9	0.2	2.1	1.2	71.0	9.9	4.4	4.8	0.3	3.9	3.9
Private for-profit 4-year	78.1	7.0	4.7	4.0	0.3	0.1	5.7	40.0	4.8	3.4	2.8	0.2	0.0	4.2
Public 2-year	81.4	9.0	4.8	2.2	0.7	0.1	1.9	71.0	9.2	6.0	3.0	0.8	0.7	4.1
Private not-for-profit 2-year	85.4	5.7	2.4	1.1	5.3	0.2	0.0	62.5	5.0	1.9	1.4	3.9	0.1	1.0
Private for-profit 2-year	84.3	6.8	4.6	2.7	0.1	0.5	1.1	22.1	3.8	2.0	1.2	0.1	0.0	1.6
Carnegie classification of institution <sup>4,5</sup>														
Doctorate-granting	75.5	10.1	3.7	4.7	0.4	4.9	0.6	66.7	8.4	4.5	5.9	0.5	8.2	2.3
Master's	79.4	11.3	3.7	3.0	0.5	0.9	1.4	66.6	9.6	4.8	3.5	0.5	1.3	3.5
Bachelor's	84.7	9.8	2.0	1.8	0.2	0.5	1.0	70.9	9.3	2.3	2.1	0.3	0.9	2.2
Associate's	81.8	9.0	4.7	2.0	0.6	0.1	1.8	69.6	9.1	6.3	2.8	0.6	0.6	4.0
Specialized	72.3	15.4	4.6	4.1	0.9	2.3	0.3	60.8	13.1	5.9	6.6	1.1	2.0	2.2
Employment status														
Full-time	78.1	12.3	4.2	3.5	0.5	1.4	0.1	72.2	11.1	5.5	5.0	0.6	2.1	1.1
Part-time	76.7	6.7	3.3	4.2	0.4	5.8	2.9	65.6	6.6	4.1	4.4	0.5	9.0	6.7
Gender														
Male	78.0	8.4	3.8	4.2	0.5	3.9	1.2	69.9	7.7	4.7	5.2	0.5	6.0	3.3
Female	77.3	12.5	4.1	3.2	0.5	1.7	0.9	69.9	11.1	5.3	4.4	0.6	3.2	2.8

See notes at end of table.

**Table 14. Percentage distribution of employees in postsecondary institutions by race/ethnicity and institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Primary occupation														
Professional	81.5	6.1	2.6	4.2	0.4	3.9	1.3	74.1	6.7	3.6	5.4	0.5	6.1	3.7
Executive/administrative/managerial	86.2	8.8	2.6	1.7	0.5	0.2	0.1	82.0	9.5	3.8	2.7	0.5	0.4	1.2
Faculty	85.1	4.9	2.5	3.9	0.4	1.7	1.7	78.4	5.5	3.4	5.2	0.5	2.5	4.6
Full-time	85.9	4.7	2.2	4.7	0.4	2.0	0.2	80.1	5.2	3.1	6.6	0.5	3.4	1.0
9 to 10 months	86.8	4.8	2.3	4.2	0.4	1.4	0.2	81.7	5.3	3.2	5.8	0.5	2.5	1.0
11 to 12 months	83.9	4.3	2.0	5.8	0.3	3.6	0.1	76.4	4.8	2.8	8.7	0.3	5.7	1.2
Less than 9 months	82.1	5.2	2.9	4.4	1.1	4.0	0.3	66.4	5.8	6.3	5.9	1.6	8.9	5.1
Part-time	83.8	5.2	2.8	2.7	0.4	1.1	3.9	76.4	5.9	3.7	3.4	0.5	1.4	8.7
Instruction/research assistant	64.7	3.7	2.6	7.3	0.3	18.6	2.8	51.3	3.5	2.9	7.0	0.4	29.3	5.6
Professional support/service	80.4	8.9	3.0	4.2	0.5	2.6	0.3	74.6	9.5	4.4	5.9	0.6	3.1	1.9
Nonprofessional	70.5	18.7	6.3	2.8	0.6	0.7	0.4	66.3	17.5	8.9	3.8	0.8	1.0	1.7
Technical/paraprofessional	73.4	15.0	4.9	4.2	0.6	1.4	0.6	69.1	14.0	7.1	5.5	0.7	1.6	2.0
Clerical/secretarial	74.7	15.4	5.8	2.7	0.6	0.5	0.4	68.7	15.6	8.6	3.7	0.7	1.0	1.7
Skilled crafts	81.2	10.8	5.4	1.2	0.8	0.2	0.4	78.2	11.1	6.9	1.7	1.0	0.2	0.9
Service/maintenance	57.3	30.2	8.6	2.1	0.8	0.7	0.4	55.9	25.9	11.7	2.9	0.9	0.9	1.8

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

percent of all service/maintenance positions, compared with only 7 to 9 percent of faculty positions.

A noticeable shift occurred between 1993 and 2003 in the racial/ethnic composition of instruction/research assistant staff. The percentage of White instruction/research assistant staff decreased from 65 to 51 percent, primarily due to increases in the proportion of nonresident alien employees in these positions (19 to 29 percent).

## **Primary Occupation**

Because the total number of professional staff grew more than nonprofessional staff (see table 2), the workforce at postsecondary institutions increased proportionally more for employees in professional occupations between 1993 and 2003. The four professional staff groups (faculty, instruction/research assistant, professional support/service, and executive, administrative, and managerial) each increased by 0.3–3.1 percentage points, while that of the four nonprofessional groups each decreased by 0.5 to 3.0 percentage points (tables 15-A and 15-B). Overall, between 1993 and 2003, there was a shift of 6 percentage points toward more professional staff on postsecondary campuses (65 to 71 percent).

Although postsecondary faculty as a whole increased by 1 percentage point (from 35 to 36 percent) between 1993 and 2003, the increase was primarily due to the growth in part-time faculty as discussed earlier (see table 3). Consequently, within faculty, the proportion of full-time positions decreased from 60 percent in 1993 to 54 percent in 2003, while that of part-time positions increased from 40 to 46 percent (tables 15-A and 15-B). Should this trend toward the increased use of part-time faculty continue, some predict that it would not be long before the majority of faculty in all postsecondary institutions is part time (Maitland and Rhoades 2005). This is currently the case in community colleges where part-time faculty made up 65 percent of faculty in 1993, and increased to 68 percent in 2003.

Among faculty, men were less likely than their female peers to be in part-time positions (e.g., 42 vs. 51 percent in 2003); likewise, Asians and nonresident alien faculty were less likely than their peers of other known racial/ethnic backgrounds to be employed part time (25 to 30 vs. 45 to 50 percent in 2003) (table 15-B). However, the most conspicuous staff are faculty whose race/ethnicity is unknown when it comes to the likelihood of being employed part time—88 to 94 percent of them were part-time faculty.

Consistent with teaching being the primary mission at public 2-year institutions (as opposed to research as an integrated part of goals served at 4-year institutions), faculty made up a



**Table 15-A. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Professional										Nonprofessional																	
	Executive/ admini- strative/ mana- gerial			Among faculty: percentage distribution						Instruc- tion/ research assis- tant					Nonprofessional													
				Full-time: less than 9 months					Technical/ para- profes- sional						Cler- ical/ secre- tarial					Service/ mainte- nance								
				Full-time	9 to 10 months	11 to 12 months	Part-time	Full-time: less than 9 months	Part-time						Technical/ para- profes- sional	Cler- ical/ secre- tarial	Skilled crafts	Service/ mainte- nance										
Total	64.8	5.5	35.1	59.8	42.4	16.8	0.6	40.2	7.9	16.3	35.2	7.1	16.8	2.5	8.8													
Control of institution <sup>1</sup>																												
Public	65.8	4.5	35.7	59.1	42.8	15.8	0.5	40.9	9.7	15.9	34.2	7.3	16.0	2.6	8.3													
Private not-for-profit	62.1	7.8	33.1	62.5	43.0	19.0	0.5	37.5	3.7	17.5	37.9	6.7	18.9	2.3	10.1													
Private for-profit	77.1	10.1	49.6	38.1	3.3	28.6	6.2	61.9	4.8	12.7	22.9	3.6	13.8	0.8	4.7													
Level of institution <sup>2</sup>																												
4-year	63.5	5.6	29.9	70.6	48.2	21.7	0.6	29.4	9.7	18.3	36.5	7.2	17.2	2.7	9.3													
2-year	70.6	4.7	57.5	35.4	29.5	5.4	0.4	64.6	0.6	7.8	29.4	6.7	15.0	1.3	6.4													
Sector of institution <sup>3</sup>																												
Public 4-year	64.2	4.5	28.1	76.3	52.2	23.6	0.6	23.7	12.9	18.8	35.8	7.5	16.3	3.0	9.0													
Private not-for-profit 4-year	62.0	7.7	32.9	62.7	43.2	19.0	0.5	37.3	3.8	17.5	38.0	6.8	19.0	2.3	10.0													
Private for-profit 4-year	75.8	7.6	50.4	26.0	3.5	17.6	4.9	74.0	8.3	9.5	24.2	2.6	16.1	0.9	4.6													
Public 2-year	70.6	4.6	57.7	35.1	29.8	5.0	0.4	64.9	0.6	7.7	29.4	6.7	15.1	1.3	6.4													
Private not-for-profit 2-year	72.0	11.8	46.8	54.3	30.6	20.8	2.9	45.7	0.8	12.6	28.0	2.9	12.9	1.5	10.7													
Private for-profit 2-year	76.7	13.0	46.6	50.3	2.5	40.0	7.9	49.7	1.6	15.5	23.3	6.5	11.9	0.9	4.0													

See notes at end of table.

**Table 15-A. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics:  
Fall 1993—Continued**

Institution and employee characteristics	Professional										Nonprofessional				
	Executive/ admini- strative/ mana- gerial	Among faculty: percentage distribution								Instruc- tion/ research assis- tant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Cler- ical/ secre- tarial	Service/ Skilled mainte- nances
		Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time									
Total	Faculty	Full- time	9 to 10 months	Full- time: 11 to 12 months	Full- time: less than 9 months	Part- time									
Carnegie classification of institution <sup>4,5</sup>															
Doctorate-granting	63.9	4.8	24.7	77.7	48.1	28.9	0.6	22.3	14.7	19.7	36.1	7.6	16.9	2.8	8.7
Master's	65.0	6.5	43.0	64.3	58.8	5.1	0.4	35.7	2.6	13.0	35.0	5.0	17.0	3.0	10.0
Bachelor's	61.9	8.6	38.5	68.3	59.1	8.4	0.8	31.7	0.9	13.8	38.1	4.1	17.0	3.0	14.0
Associate's	70.6	4.7	57.6	35.3	29.5	5.5	0.4	64.7	0.6	7.7	29.4	6.6	15.0	1.3	6.4
Specialized	58.2	5.5	25.8	66.2	13.2	52.0	0.9	33.8	3.2	23.7	41.8	11.9	19.2	2.2	8.5
Employment status															
Full-time	58.2	7.7	30.6	100.0	70.9	28.1	0.9	0.0	0.0	19.9	41.8	8.0	19.7	3.4	10.6
Part-time	79.2	0.7	44.8	0.0	0.0	0.0	0.0	100.0	25.2	8.5	20.8	5.0	10.5	0.4	4.9
Gender															
Male	74.1	6.5	44.6	65.0	45.5	18.9	0.5	35.0	9.8	13.2	25.9	5.8	4.1	4.8	11.2
Female	60.1	4.8	28.1	51.6	37.5	13.5	0.6	48.4	6.7	20.6	39.9	8.8	30.8	0.3	7.0

See notes at end of table.

**Table 15-A. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Professional										Nonprofessional				
	Executive/ admini- strative/ mana- gerial			Among faculty: percentage distribution											
				Full-time: less					Instruc- tion/ research assis- tant	Profes- sional support/ service					
				Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time			Total	Tech- nical/ para- profes- sional	Cler- ical/ secre- tarial	Skilled crafts	Service/ mainte- nance
Race/ethnicity <sup>6</sup>	Total		Faculty												
White	68.0	6.1	38.4	60.4	43.3	16.6	0.5	39.6	6.6	16.9	32.0	6.7	16.2	2.6	6.5
Black	37.5	4.6	16.3	57.1	41.7	14.8	0.6	42.9	2.8	13.8	62.5	10.1	24.6	2.5	25.3
Hispanic	43.6	3.6	22.1	54.2	39.7	13.8	0.6	45.8	5.2	12.7	56.4	8.8	24.9	3.4	19.3
Asian	73.6	2.5	36.7	71.9	46.3	25.0	0.6	28.1	15.7	18.7	26.4	8.1	12.5	0.8	5.1
American Indian	53.5	5.8	26.6	57.7	42.0	14.0	1.7	42.3	5.5	15.6	46.5	8.6	20.2	4.0	13.7
Nonresident alien	91.2	0.4	21.2	72.8	35.1	36.4	1.4	27.2	53.9	15.7	8.8	3.5	2.9	0.2	2.2
Race/ethnicity unknown	85.6	0.6	58.4	5.9	4.3	1.5	0.1	94.1	21.6	5.1	14.4	4.0	6.0	1.0	3.3

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 15-B. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Professional										Nonprofessional				
	Among faculty: percentage distribution														
	Executive/ admini- strative/ mana- gerial	Faculty	Full-time: less than 9 months						Instruc- tion/ research assis- sant	Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Cler- ical/ secre- tarial	Service/ Skilled crafts mainte- nance	
			Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time								
Total	70.9	5.8	36.3	54.3	38.9	15.1	0.3	45.7	9.4	19.5	29.1	6.2	13.8	2.0	7.1
Control of institution <sup>1</sup>															
Public	71.0	4.4	36.3	54.1	39.9	13.8	0.3	45.9	11.3	19.0	29.0	6.6	13.3	2.2	6.9
Private not-for-profit	69.9	8.8	35.1	58.1	39.9	17.9	0.2	41.9	5.6	20.4	30.1	5.5	15.1	1.6	7.8
Private for-profit	85.5	7.1	59.2	20.1	1.2	18.6	0.2	79.9	0.0	19.2	14.5	2.5	10.0	0.2	1.8
Level of institution <sup>2</sup>															
4-year	70.8	6.0	31.3	64.1	44.1	19.7	0.3	35.9	11.7	21.8	29.2	5.9	13.7	2.2	7.4
2-year	71.3	4.5	57.3	32.0	27.3	4.3	0.4	68.0	0.1	9.4	28.7	7.5	14.3	1.1	5.8
Sector of institution <sup>3</sup>															
Public 4-year	71.1	4.5	28.4	71.0	49.2	21.5	0.3	29.0	15.5	22.7	28.9	6.2	12.9	2.6	7.3
Private not-for-profit 4-year	69.9	8.8	35.0	58.3	40.1	17.9	0.3	41.7	5.6	20.5	30.1	5.6	15.1	1.7	7.8
Private for-profit 4-year	87.0	5.1	63.6	10.6	0.8	9.6	0.2	89.4	0.1	18.2	13.0	2.1	9.8	0.1	1.0
Public 2-year	71.1	4.3	57.6	31.7	27.6	3.7	0.4	68.3	0.1	9.1	28.9	7.6	14.4	1.1	5.8
Private not-for-profit 2-year	75.4	10.5	47.8	47.9	28.7	18.9	0.3	52.1	0.2	16.8	24.6	2.9	12.4	1.2	8.1
Private for-profit 2-year	80.0	11.3	47.5	43.4	1.6	41.7	0.0	56.6	0.0	21.2	20.0	4.7	11.0	0.4	3.9

See notes at end of table.

**Table 15-B. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics:  
Fall 2003—Continued**

Institution and employee characteristics	Professional										Nonprofessional								
	Executive/ admini- strative/ mana- gerial			Among faculty: percentage distribution						Instruc- tion/ research assis- tant					Profes- sional				
				Full-time: less					Tech- nical/ para- profes- sional										
				Full-time: 9 to 10 months					Cler- ical/ secre- tarial										
				Full-time: 11 to 12 months					Service/ mainte- nance										
Total	Faculty	Full-time	9 to 10 months	11 to 12 months	than 9 months	Part-time	support/ service	Total	profes- sional	secre- tarial	Skilled crafts								
Carnegie classification of institution <sup>4,5</sup>																			
Doctorate-granting	71.6	5.1	25.1	74.1	46.2	27.6	0.3	25.9	17.9	23.5	28.4	6.3	12.9	2.3	6.9				
Master's	70.5	6.0	42.8	56.2	51.2	4.7	0.3	43.8	4.2	17.5	29.5	4.4	14.4	2.4	8.3				
Bachelor's	67.9	9.7	38.8	64.2	59.0	4.9	0.3	35.8	0.5	19.0	32.1	3.7	13.9	2.3	12.2				
Associate's	71.5	4.4	57.5	31.9	27.2	4.3	0.4	68.1	0.1	9.5	28.5	7.5	14.2	1.1	5.8				
Specialized	66.2	8.4	30.5	61.7	12.7	48.6	0.4	38.3	2.8	24.6	33.8	9.7	16.6	1.8	5.7				
Employment status																			
Full-time	64.0	8.5	30.1	100.0	71.5	27.9	0.6	0.0	0.0	25.4	36.0	7.4	16.6	2.9	9.0				
Part-time	84.1	0.6	48.0	0.0	0.0	0.0	0.0	100.0	27.3	8.2	15.9	3.8	8.4	0.3	3.4				
Gender																			
Male	77.3	6.0	43.8	58.2	40.9	17.1	0.3	41.8	10.8	16.7	22.7	5.4	4.0	3.9	9.4				
Female	68.8	5.8	31.2	49.2	36.2	12.6	0.3	50.8	8.7	23.1	31.2	7.3	23.7	0.3	5.3				

See notes at end of table.

**Table 15-B. Percentage distribution of employees in postsecondary institutions by primary occupation and institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional										Nonprofessional				
	Executive/ admini- strative/ mana- gerial			Among faculty: percentage distribution											
				Full-time: less than 9 months					Instruc- tion/ research assis- tant	Profes- sional support/ service					
				Full- time	9 to 10 months	11 to 12 months	Full- time: less than 9 months	Part- time			Total	Tech- nical/ para- profes- sional	Cler- ical/ secre- tarial	Skilled crafts	Service/ mainte- nance
Race/ethnicity <sup>6</sup>	Total		Faculty												
White	73.2	6.6	39.7	55.5	40.5	14.8	0.3	44.5	6.7	20.2	26.8	5.9	13.2	2.2	5.5
Black	48.2	5.6	20.4	51.1	37.5	13.3	0.3	48.9	3.4	18.8	51.8	8.9	22.0	2.2	18.8
Hispanic	49.9	4.2	23.7	50.4	37.1	12.7	0.6	49.6	5.4	16.6	50.1	8.5	23.0	2.6	16.0
Asian	77.8	3.1	38.0	69.5	43.7	25.5	0.4	30.5	13.3	23.4	22.2	6.9	10.4	0.7	4.2
American Indian	60.1	5.4	29.1	54.1	42.7	10.3	1.1	45.9	6.7	19.0	39.9	8.1	17.1	3.6	11.1
Nonresident alien	93.4	0.5	19.8	74.8	39.2	34.5	1.1	25.2	59.9	13.2	6.6	2.2	2.9	0.1	1.4
Race/ethnicity unknown	83.9	2.1	53.2	12.4	8.2	3.9	0.4	87.6	17.0	11.6	16.1	3.9	7.5	0.6	4.1

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

greater proportion of staff at public 2-year institutions than at 4-year institutions in both years. For example, in 2003, faculty made up 58 percent of all staff employed at community colleges, compared with 28 percent at public 4-year and 35 percent at private not-for-profit 4-year institutions. While instruction/research assistant positions were virtually nonexistent (0.1 percent) at public 2-year institutions in 2003, they represented 6 to 16 percent of the workforce at 4-year institutions. Reflecting their lower level of need for on-campus services, community colleges were staffed with a smaller proportion of support personnel (i.e., professional support/service staff and all nonprofessional staff) (37 to 38 percent) than at 4-year institutions (51 to 56 percent).

## States

Despite varied growth rates in the total number of postsecondary staff at the state level, the geographic distribution of the postsecondary workforce remained fairly stable between 1993 and 2003. In both years, about one-third of all postsecondary staff were located in the top five states constituting about 36 percent of the total U.S. fall enrollment of postsecondary students as well as the total resident population: California (9 to 10 percent), New York (8 to 9 percent), Texas (6 percent), Pennsylvania (5 percent), and Illinois (5 percent) (table 7-A).<sup>25</sup>

The pattern of increased use of part-time staff was observed at the state level in general. All but seven states—Connecticut, Illinois, Iowa, Indiana, Montana, North Carolina, and Tennessee—employed a higher proportion of part-time staff in 2003 than in 1993 (e.g., 36 vs. 9 percent in Alaska) (table 7-A). The extended use of part-time staff was particularly noticeable in Nevada in 2003, when part-time employees made up almost one-half (48 percent) of the state's entire postsecondary workforce.

Female staff increased more than male staff at the state level, as described earlier. In 1993, there were 14 states where women did not make up at least one-half of the postsecondary workforce; by 2003, this was the case for just two states—Utah and Idaho (table 8-A). In 2003, the proportion of female staff was 46 percent in Utah and 49 percent in Idaho, despite greater increases for females than for males in both states. This situation occurred because both Idaho

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<sup>25</sup> The corresponding fall student enrollment was 13–14 percent for California, 7 percent for New York and Texas, 5 percent for Illinois, and 4 percent for Pennsylvania; the corresponding population was 12 percent for California, 7–8 percent for New York and Texas, and 4–5 percent for Illinois and Pennsylvania (based on Current Population Survey data collected by the U.S. Census Bureau [data not shown in tables]). The only exception to this pattern is Florida, which ranked below Illinois and Pennsylvania in postsecondary workforce as shown in table 7-A but ranked higher than both states in resident population in 2003 (6 vs. 4 percent) and higher than Pennsylvania in total fall enrollment in 2003 (5 vs. 4 percent). Fall enrollment data are recalculated from U.S. Department of Education (1996), table 186 and U.S. Department of Education (2005b), table 188; resident population figures are based on CPS data (data not shown in tables).

and Utah had a predominance of males (55 percent) in their postsecondary workforce, topping all other states (43 to 52 percent) and the national average (48 percent) in 1993.

The racial/ethnic distribution of the postsecondary workforce varied substantially among states. Some states experienced relatively large changes in the racial/ethnic composition of their postsecondary staff. In particular, Asian staff increased about sixfold in Hawaii as described earlier (table 9-B), making it the only state where a single racial minority group constituted almost one-half (49 percent) of the postsecondary education workforce (while the proportion of Whites decreased from 87 percent in 1993 to 41 percent in 2003, the lowest among all states) (table 16-A). Although the proportion of White staff in the District of Columbia was below 50 percent in both 1993 (48 percent) and 2003 (47 percent), Blacks, the largest single racial/ethnic minority group, made up 38 percent of postsecondary staff in 1993 and 29 percent in 2003. The most striking reshuffling in the racial/ethnic make-up of the postsecondary workforce occurred in the public sector in Hawaii where the proportion of Whites decreased drastically from 93 percent in 1993 to 37 percent in 2003 while that of Asian staff increased from 2 percent to 53 percent (table 16-B). Nonetheless, it is worthy mentioning that even at this high level of representation in 2003, Asians were still underrepresented in Hawaii's higher education workforce compared with the general population, which is 62 percent Asian.<sup>26</sup>

The six southern states with a high concentration of Black staff in their colleges and universities in 1993 remained this way in 2003. In both years, the proportion of Black staff was 24 to 25 percent in Alabama, 23 to 24 percent in Georgia, 25 to 29 percent in Louisiana, 28 to 29 percent in Mississippi, and about 20 percent in North Carolina and South Carolina, considerably higher than the national average of 10 to 11 percent (table 16-A). It is interesting to note that this stability over time in the representation of Blacks in the higher education workforce parallels their representation of the population at large in all of these states. However, this also means that even in these southern states Blacks in 2003 were still underrepresented on higher education institution campuses as they were in 1993. For example, Blacks accounted for 28 percent of the higher education workforce in Mississippi, compared with 37 percent of the state's total population.<sup>27</sup> In none of these states was more than 6 percent of the postsecondary workforce Hispanic, Asian, and American Indian combined. Blacks also dominated the postsecondary workforce in the District of Columbia in both years (38 and 29 percent, respectively); however, other racial/ethnic minority staff were also well represented there. The proportion of Hispanic, Asian, and American Indian staff combined was 9–10 percent in the District of Columbia, higher than that (2–6 percent) in any of the aforementioned six southern states.

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<sup>26</sup> Data are based on the Current Population Survey (CPS) data collected by the U.S. Census Bureau (data not shown in tables).

<sup>27</sup> In 1993, Blacks constituted 26, 31, 29, 23, and 33 percent of the total state populations in Alabama, Georgia, Louisiana, North Carolina, and South Carolina, respectively (these figures are based on CPS data but not shown in tables)



**Table 16-A. Percentage distribution of employees in postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003**

State	1993							2003						
	White	Black	His-panic	Asian	Amer-ican Indian	Non-resident alien	Race/ethnic-ity un-known	White	Black	His-panic	Asian	Amer-ican Indian	Non-resident alien	Race/ethnic-ity un-known
Total	77.6	10.5	3.9	3.7	0.5	2.7	1.0	71.8	9.8	5.2	4.9	0.6	4.6	3.1
Alabama	69.6	24.9	0.5	2.6	0.3	1.7	0.4	67.2	24.2	0.7	2.6	0.4	4.5	0.5
Alaska	83.6	3.4	2.0	3.2	5.9	1.8	0.1	82.0	2.4	2.3	3.6	5.0	4.3	0.4
Arizona	75.7	2.5	10.2	2.3	2.4	5.1	1.8	69.9	3.4	10.0	3.0	1.8	5.1	6.7
Arkansas	83.1	14.2	0.7	1.3	0.4	0.3	0.0	79.8	12.3	1.0	2.8	0.6	2.8	0.8
California	69.7	7.2	9.6	9.9	0.7	2.3	0.6	61.6	6.4	11.8	12.0	0.7	3.4	4.0
Colorado	82.6	3.0	6.8	3.0	0.8	1.2	2.8	72.6	2.4	7.1	3.0	0.8	3.5	10.6
Connecticut	79.4	7.6	2.5	2.5	0.2	4.2	3.6	73.5	8.2	3.7	3.4	0.2	6.3	4.7
Delaware	76.2	15.6	1.0	2.0	0.4	4.8	0.0	69.7	13.1	1.5	2.6	0.4	7.8	4.8
District of Columbia	47.9	38.2	2.7	6.3	0.2	2.6	2.1	46.8	28.6	3.1	5.9	0.2	5.6	9.8
Florida	74.8	14.1	6.1	2.8	0.3	1.2	0.8	65.0	13.6	12.0	3.8	0.3	4.2	1.0
Georgia	72.4	23.2	0.9	2.2	0.1	0.7	0.6	65.4	22.8	1.6	4.1	0.3	4.5	1.4
Hawaii	87.0	1.4	2.0	8.0	0.8	0.5	0.3	40.6	1.0	2.0	49.4	0.5	6.5	0.0
Idaho	86.8	0.3	0.8	1.5	0.4	1.6	8.6	88.6	0.6	1.8	2.0	0.8	3.1	3.2
Illinois	74.5	13.1	3.4	4.1	0.3	4.0	0.7	71.0	12.2	4.5	5.6	0.3	4.6	1.8
Iowa	85.7	4.4	1.1	2.3	0.3	4.6	1.6	81.9	5.0	1.8	3.2	0.3	4.7	3.1
Indiana	87.2	2.1	1.0	1.5	0.2	7.4	0.6	84.0	2.0	1.3	2.2	0.4	8.0	2.0
Kansas	85.7	4.1	1.7	2.3	1.1	2.7	2.4	81.5	3.6	2.3	2.4	1.1	6.8	2.2
Kentucky	88.1	7.7	0.5	1.8	0.1	1.6	0.1	82.8	7.4	0.7	2.4	0.2	5.3	1.1
Louisiana	63.7	29.8	1.5	3.2	0.1	1.5	0.1	62.2	24.9	1.7	3.4	0.2	7.3	0.2
Maine	95.3	0.7	0.3	0.8	0.2	2.1	0.6	86.1	0.8	0.7	1.1	0.4	2.0	8.9

See notes at end of table.

**Table 16-A. Percentage distribution of employees in postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003—  
Continued**

State	1993							2003						
	White	Black	His-panic	Asian	Amer-ican Indian	Non-resident alien	Race/ethnic-ity un-known	White	Black	His-panic	Asian	Amer-ican Indian	Non-resident alien	Race/ethnic-ity un-known
Maryland	72.1	17.9	1.1	3.1	0.3	5.1	0.3	64.7	19.1	1.8	4.5	0.3	7.4	2.2
Massachusetts	84.7	4.9	2.2	3.5	0.1	2.9	1.7	74.8	4.8	3.0	4.9	0.2	6.8	5.4
Michigan	82.2	9.2	1.8	3.9	0.4	2.3	0.2	75.4	8.7	2.3	4.1	0.5	6.1	3.0
Minnesota	89.3	2.2	1.1	3.9	0.7	2.3	0.6	82.7	2.7	1.4	3.3	0.7	6.7	2.5
Mississippi	67.4	27.7	0.3	3.1	0.1	1.2	0.2	65.6	29.0	0.6	2.2	0.1	2.4	0.1
Missouri	83.2	8.3	0.9	2.2	0.4	3.4	1.7	76.1	8.0	1.2	3.0	0.4	4.2	7.1
Montana	88.7	0.2	0.7	1.2	4.7	1.6	2.9	84.0	0.2	0.7	1.0	6.8	2.5	4.8
Nebraska	90.9	3.9	1.3	1.6	0.5	1.8	0.0	84.6	3.1	2.1	2.6	0.5	5.2	1.8
Nevada	84.5	3.8	4.3	3.6	1.0	1.4	1.5	74.7	5.0	7.0	6.6	1.0	2.5	3.2
New Hampshire	95.8	0.8	0.7	1.8	0.3	0.6	0.0	73.8	0.8	0.6	1.1	0.3	3.8	19.6
New Jersey	70.2	15.5	4.8	4.7	0.2	3.1	1.6	64.2	14.9	6.1	7.3	0.2	4.2	3.2
New Mexico	66.7	1.6	24.9	1.4	2.5	2.5	0.3	58.9	1.7	25.2	2.2	2.6	4.3	5.0
New York	74.3	11.9	5.9	4.4	0.2	2.2	1.1	71.1	9.7	6.7	5.4	0.3	4.8	2.0
North Carolina	75.5	19.1	0.7	1.5	0.5	2.7	0.0	72.9	18.3	1.3	2.5	0.6	3.5	0.8
North Dakota	89.1	0.3	0.5	2.0	4.2	3.5	0.3	83.3	0.6	0.6	1.3	6.2	6.7	1.2
Ohio	83.2	8.9	0.9	2.4	0.2	3.2	1.1	77.0	8.8	1.3	3.3	0.3	5.0	4.3
Oklahoma	83.8	5.3	1.4	2.0	4.1	2.7	0.7	79.5	5.6	1.8	2.6	4.9	5.3	0.3
Oregon	86.0	1.4	1.6	2.7	0.6	2.8	4.9	82.8	1.8	2.9	4.0	0.8	3.3	4.3
Pennsylvania	83.2	8.9	1.2	3.3	0.1	2.1	1.2	79.1	9.0	1.7	3.6	0.2	4.9	1.6
Rhode Island	88.3	4.9	1.4	2.0	0.5	2.4	0.5	80.0	5.3	2.5	2.7	0.6	4.5	4.5

See notes at end of table.

**Table 16-A. Percentage distribution of employees in postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003—  
Continued**

State	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
South Carolina	75.5	20.6	0.5	1.4	0.1	1.7	0.3	74.2	18.8	1.0	2.7	0.4	2.4	0.4
South Dakota	91.8	0.6	0.7	2.8	2.8	1.2	0.0	86.1	0.5	0.8	3.4	6.3	1.6	1.2
Tennessee	77.4	16.7	0.7	2.1	0.2	1.9	1.1	75.8	15.6	1.1	2.7	0.2	2.1	2.5
Texas	69.0	9.6	12.6	3.5	0.3	4.6	0.4	62.1	9.4	16.4	5.3	0.5	5.4	1.1
Utah	88.4	0.6	2.0	2.5	0.5	3.3	2.8	83.9	0.7	2.6	3.0	0.5	3.0	6.2
Vermont	88.1	0.9	0.9	1.7	0.2	0.7	7.4	86.2	1.1	1.0	2.1	0.2	2.6	6.8
Virginia	76.2	19.1	0.7	1.9	0.2	1.9	0.1	68.1	12.9	1.3	2.7	0.2	4.9	10.0
Washington	83.8	3.2	2.5	6.7	1.1	1.7	1.1	79.2	2.9	3.3	7.4	1.1	4.0	2.1
West Virginia	89.5	4.0	0.5	2.0	0.2	3.8	0.0	86.2	3.8	1.1	2.2	0.2	5.5	0.9
Wisconsin	88.4	3.0	1.3	1.9	0.5	3.7	1.2	84.9	3.8	2.5	5.5	0.5	0.3	2.5
Wyoming	89.0	0.6	3.7	0.9	0.6	5.2	0.0	83.8	0.6	3.3	0.8	0.8	4.3	6.5

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 16-B. Percentage distribution of employees in public postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003**

State	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	77.6	10.1	4.0	3.6	0.6	3.1	1.0	71.5	9.7	5.4	5.0	0.7	5.0	2.7
Alabama	71.1	23.3	0.5	2.5	0.4	1.8	0.4	68.3	22.7	0.7	2.6	0.4	4.8	0.5
Alaska	83.4	3.4	2.0	3.1	6.1	1.9	0.0	81.8	2.4	2.4	3.5	4.9	4.5	0.4
Arizona	75.7	2.5	10.5	2.3	2.5	5.4	1.0	67.8	2.6	11.4	2.9	2.3	6.7	6.2
Arkansas	82.9	14.3	0.6	1.4	0.5	0.3	0.0	78.6	12.7	1.0	3.1	0.6	3.1	0.8
California	69.3	7.3	9.6	10.2	0.8	2.5	0.4	62.4	6.4	12.2	12.6	0.8	3.4	2.1
Colorado	81.7	2.8	7.2	3.2	0.8	1.2	3.0	71.1	2.2	7.5	3.2	0.9	3.9	11.3
Connecticut	81.9	6.3	3.1	2.6	0.2	3.9	2.0	74.6	6.9	4.5	3.6	0.3	5.5	4.6
Delaware	74.5	16.6	1.1	2.1	0.4	5.4	0.0	71.3	14.2	1.7	2.8	0.5	9.2	0.4
District of Columbia	9.2	57.0	1.1	6.9	0.1	0.0	25.8	16.2	71.5	1.4	8.3	0.5	0.0	2.2
Florida	76.8	15.0	3.7	3.1	0.3	1.0	0.2	66.3	14.0	10.2	4.0	0.3	4.3	0.8
Georgia	74.8	21.0	0.7	2.5	0.1	0.8	0.0	67.0	20.3	1.5	3.9	0.2	5.8	1.2
Hawaii	93.1	1.2	1.8	2.2	0.9	0.5	0.3	38.0	0.6	1.8	52.6	0.4	6.6	0.0
Idaho	84.7	0.3	0.9	1.7	0.4	1.9	10.2	87.7	0.7	2.0	2.1	0.9	3.7	3.0
Illinois	74.9	11.9	3.1	3.6	0.3	5.2	0.9	71.8	11.4	4.3	5.1	0.3	6.3	0.7
Iowa	85.1	4.4	1.0	2.5	0.3	5.4	1.3	80.3	5.0	1.7	3.6	0.4	5.8	3.2
Indiana	84.8	2.3	1.1	1.6	0.3	9.1	0.8	81.0	2.1	1.5	2.6	0.4	10.4	2.1
Kansas	85.9	4.3	1.8	2.5	1.2	3.0	1.3	80.0	3.8	2.4	2.6	1.2	7.6	2.3
Kentucky	86.8	8.5	0.5	2.0	0.1	1.9	0.2	80.9	8.2	0.7	2.8	0.2	6.3	0.9
Louisiana	62.9	30.7	1.0	3.2	0.1	1.9	0.1	62.8	24.0	1.3	2.9	0.2	8.6	0.1
Maine	95.2	0.4	0.2	0.7	0.3	2.8	0.4	82.3	0.5	0.6	0.9	0.4	2.7	12.6

See notes at end of table.

**Table 16-B. Percentage distribution of employees in public postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003**  
—Continued

State	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Maryland	69.3	20.1	1.2	3.2	0.3	5.6	0.4	62.4	21.0	2.1	4.2	0.3	7.3	2.7
Massachusetts	87.1	4.3	2.2	3.6	0.2	0.5	2.1	77.4	4.4	3.0	4.6	0.3	3.8	6.5
Michigan	82.2	8.9	1.7	4.2	0.5	2.3	0.2	74.4	8.8	2.3	4.4	0.5	6.8	2.8
Minnesota	87.5	2.4	1.1	4.7	0.8	2.9	0.7	80.7	2.8	1.4	3.7	0.8	8.9	1.7
Mississippi	67.5	27.6	0.3	3.1	0.1	1.3	0.1	65.5	29.0	0.6	2.3	0.1	2.5	0.1
Missouri	85.0	8.1	0.8	1.8	0.5	3.6	0.1	81.1	7.9	1.3	2.7	0.5	5.0	1.5
Montana	89.7	0.2	0.6	1.2	3.7	1.2	3.4	86.0	0.2	0.7	1.1	4.2	2.8	5.0
Nebraska	90.3	4.0	1.5	1.4	0.6	2.2	0.0	83.3	2.8	2.0	2.4	0.5	6.7	2.2
Nevada	84.5	3.8	4.3	3.6	1.0	1.4	1.5	74.6	5.0	7.0	6.6	1.0	2.5	3.2
New Hampshire	96.7	0.6	0.5	1.4	0.3	0.5	0.0	66.0	0.6	0.5	0.7	0.2	3.1	28.9
New Jersey	66.5	17.7	5.4	4.8	0.2	3.6	1.8	61.0	16.6	6.8	7.9	0.2	4.2	3.4
New Mexico	66.3	1.6	25.2	1.5	2.6	2.6	0.2	59.0	1.6	25.6	2.3	2.7	4.6	4.2
New York	75.3	12.2	5.0	3.4	0.3	2.3	1.5	72.2	10.9	6.5	4.5	0.3	4.1	1.5
North Carolina	77.1	17.1	0.7	1.5	0.7	2.9	0.0	74.7	17.0	1.4	2.0	0.8	3.5	0.6
North Dakota	89.8	0.3	0.6	2.1	3.2	3.8	0.3	83.7	0.7	0.6	1.4	4.9	7.4	1.4
Ohio	82.1	9.5	1.0	2.6	0.3	3.6	0.9	75.1	9.4	1.4	3.3	0.4	5.9	4.5
Oklahoma	83.6	5.5	1.4	2.0	4.2	3.2	0.0	79.0	5.8	1.8	2.7	4.9	5.7	0.1
Oregon	85.4	1.5	1.7	2.7	0.6	3.2	4.9	82.2	1.9	2.8	4.2	0.9	3.8	4.2
Pennsylvania	81.0	9.8	1.2	2.6	0.2	3.3	1.9	78.9	9.5	1.7	3.6	0.3	5.2	0.9
Rhode Island	91.7	3.6	1.0	2.4	0.9	0.4	0.0	79.2	3.2	1.7	3.0	0.8	3.4	8.6

See notes at end of table.

**Table 16-B. Percentage distribution of employees in public postsecondary institutions by race/ethnicity and state of institution: Fall 1993 and 2003**  
—Continued

State	1993							2003						
	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
South Carolina	75.5	20.2	0.5	1.4	0.1	1.9	0.4	75.0	17.5	1.1	3.1	0.5	2.8	0.1
South Dakota	90.2	0.7	0.8	3.3	3.5	1.5	0.0	85.9	0.6	0.8	4.3	5.1	2.1	1.2
Tennessee	79.0	13.5	0.6	1.9	0.2	3.0	1.8	75.4	15.0	0.8	2.3	0.2	3.2	3.0
Texas	67.9	10.0	13.3	3.4	0.4	4.7	0.4	61.2	9.3	17.2	5.3	0.5	5.8	0.6
Utah	86.8	0.8	2.2	2.8	0.6	3.6	3.3	81.9	0.9	3.0	3.1	0.6	3.6	7.0
Vermont	82.8	0.8	0.8	2.2	0.4	0.9	12.0	80.9	1.1	1.0	2.6	0.4	4.1	10.1
Virginia	75.9	19.0	0.7	2.0	0.2	2.2	0.0	66.1	11.3	1.2	2.8	0.2	6.1	12.2
Washington	82.7	3.3	2.6	7.3	1.1	2.0	0.9	78.4	2.9	3.3	7.7	1.2	4.6	1.9
West Virginia	88.5	4.4	0.5	2.1	0.2	4.3	0.0	85.1	4.1	0.9	2.4	0.2	6.4	0.9
Wisconsin	88.0	2.8	1.4	1.8	0.5	4.1	1.3	84.9	3.5	2.6	6.0	0.6	0.0	2.3
Wyoming	88.9	0.5	3.7	0.9	0.6	5.3	0.0	83.3	0.6	3.3	0.8	0.8	4.5	6.8

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

The geographic concentration of Hispanic staff at colleges and universities remained unchanged from 1993 to 2003. Perhaps as expected, in the four states that share physical boundaries with Mexico (California, Arizona, New Mexico, and Texas), the Hispanic proportion of the postsecondary workforce was 10 percent or more, compared with the national average of 4–5 percent. The Hispanic representation in the higher education workforce was most conspicuous in New Mexico, where Hispanics made up one-quarter (25 percent) of all postsecondary employees in both years. However, like Asians and Blacks, Hispanics were still underrepresented even in these four states within the higher education workforce when compared with their representation in the states' general population. For instance, Hispanics accounted for 25 percent of New Mexico's higher education workforce in 2003, whereas they made up 45 percent of the state's general population.<sup>28</sup>

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<sup>28</sup> Based on the Current Population Survey (CPS) data collected by the U.S. Census Bureau (data not shown in tables).

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## Growth in the Average Salaries of Full-Time Postsecondary Staff and Salary Differences

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The analysis of salary changes that follows is based entirely on full-time employees because salary information is collected only for full-time employees in the Integrated Postsecondary Education Data System (IPEDS) “Fall Staff Survey.”<sup>29</sup> As was previously shown in table 3, the 4-year (public and private not-for-profit) sector employed a lower proportion of part-time employees than did the public 2-year sector (26 to 31 vs. 49 to 52 percent). Thus, compared with 2-year institutions, 4-year institutions are more represented in the salary analysis because it is limited to full-time employees (table 17). Similarly, the proportion of nonresident alien staff or faculty reported in the salary analysis is lower than their representation in the postsecondary workforce as a whole (as was shown in table 11).

After adjusting for inflation,<sup>30</sup> the overall average full-time postsecondary staff salary increased by 13 percent between 1993 and 2003 (from \$41,700 to \$46,900 in 2003 dollars) (table 18). This increase is slightly higher than the rate of growth in the annual salary (11 percent<sup>31</sup>) of full-time-equivalent employees in U.S. domestic industries during the same time period but fairly comparable to the rate of increase in the median family income (14 percent<sup>32</sup>).

Unlike the great fluctuations in growth rate in total number of staff as described earlier (figure 2), less variation was observed in the rate of growth in average salaries when examined by grouping institutions based on whether and how they changed in characteristics during the decade. While full-time staff at institutions that remained in the same sectors or Carnegie classifications saw their average earnings increase by 13 percent between fall 1993 and fall 2003, their counterparts at institutions that changed from 2-year to 4-year had an increase of 15 percent, which is only slightly higher than that (14 percent) for those at institutions that became nonspecialized over time (from specialized to bachelor’s, master’s, or doctoral), which in turn is

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<sup>29</sup> Except for full-time faculty on less-than-9-month contracts (whose salary information is not collected in the IPEDS “Fall Staff Survey”), who made up only 0.2–0.3 percent of all full-time employees at postsecondary institutions (data not shown in tables).

<sup>30</sup> Using the Consumer Price Index adjustment factor for 2003 of 1.273 for all urban dwellers (CPI-U) as provided by the U.S. Department of Labor, Bureau of Labor Statistics.

<sup>31</sup> Annual salary per full-time-equivalent employee in 1993 was \$37,400 (in constant 2003 dollars) (U.S. Census Bureau 1996, No. 658); in 2003, it was \$41,400 (in current dollars) (U.S. Census Bureau 2006, table 627), yielding an inflation-adjusted increase of 11 percent.

<sup>32</sup> Median family income in 1993 was \$46,333 (in constant 2003 dollars); in 2003, it was \$52,680 (in current dollars) (Broadus and Sherman 2005), yielding an inflation-adjusted increase of 14 percent.

**Table 17. Percentage distribution of full-time and part-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	Full-time		Part-time	
	1993	2003	1993	2003
Total	100.0	100.0	100.0	100.0
Control of institution <sup>1</sup>				
Public	68.1	66.2	74.4	72.8
Private not-for-profit	31.3	32.5	24.5	24.7
Private for-profit	0.6	1.2	1.1	2.4
Level of institution <sup>2</sup>				
4-year	85.8	85.3	70.6	71.1
2-year	13.4	13.8	28.1	27.5
Sector of institution <sup>3</sup>				
Public 4-year	54.6	52.4	45.9	45.0
Private not-for-profit 4-year	30.9	32.1	24.0	24.2
Private for-profit 4-year	0.2	0.7	0.7	1.9
Public 2-year	13.0	13.4	27.7	27.0
Private not-for-profit 2-year	0.2	0.2	0.2	0.2
Private for-profit 2-year	0.2	0.3	0.2	0.3
Carnegie classification of institution <sup>4,5</sup>				
Doctorate-granting	49.2	48.9	43.3	42.1
Master's	15.7	16.0	12.2	13.9
Bachelor's	6.6	6.9	4.4	4.1
Associate's	13.4	13.9	28.5	28.0
Specialized	9.0	8.1	5.7	4.9
Gender				
Male	47.9	46.3	49.1	48.3
Female	52.1	53.7	50.9	51.7
Race/ethnicity <sup>6</sup>				
White	78.1	74.0	76.7	67.7
Black	12.3	11.4	6.7	6.8
Hispanic	4.2	5.6	3.3	4.3
Asian	3.5	5.1	4.2	4.6
American Indian	0.5	0.6	0.4	0.5
Nonresident alien	1.4	2.1	5.8	9.3
Race/ethnicity unknown	0.1	1.1	2.9	7.0

See notes at end of table.

**Table 17. Percentage distribution of full-time and part-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	Full-time		Part-time	
	1993	2003	1993	2003
Primary occupation				
Professional	58.2	64.0	79.2	84.1
Executive/administrative/managerial	7.7	8.5	0.7	0.6
Faculty	30.6	30.1	44.8	48.0
Full-time	30.6	30.1	0.0	0.0
9 to 10 months	21.7	21.6	0.0	0.0
11 to 12 months	8.6	8.4	0.0	0.0
Less than 9 months	0.3	0.2	0.0	0.0
Part-time	0.0	0.0	44.8	48.0
Instruction/research assistant	0.0	0.0	25.2	27.3
Professional support/service	19.9	25.4	8.5	8.2
Nonprofessional	41.8	36.0	20.8	15.9
Technical/paraprofessional	8.0	7.4	5.0	3.8
Clerical/secretarial	19.7	16.6	10.5	8.4
Skilled crafts	3.4	2.9	0.4	0.3
Service/maintenance	10.6	9.0	4.9	3.4

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Detail may not sum to totals because of rounding. SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

**Table 18. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions and percentage change since fall 1993, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993	2003	Percent change since 1993
Total	\$41,713	\$46,946	12.5
Control of institution <sup>1</sup>			
Public	42,001	46,647	11.1
Private not-for-profit	41,220	47,803	16.0
Private for-profit	34,647	40,332	16.4
Level of institution <sup>2</sup>			
4-year	41,744	47,518	13.8
2-year	41,884	43,773	4.5
Sector of institution <sup>3</sup>			
Public 4-year	42,003	47,361	12.8
Private not-for-profit 4-year	41,320	47,940	16.0
Private for-profit 4-year	36,835	39,870	8.2
Public 2-year	42,172	44,002	4.3
Private not-for-profit 2-year	31,971	34,012	6.4
Private for-profit 2-year	32,090	39,179	22.1
Carnegie classification of institution <sup>4,5</sup>			
Doctorate-granting	42,782	49,594	15.9
Master's	41,513	44,528	7.3
Bachelor's	37,626	41,013	9.0
Associate's	41,693	43,559	4.5
Specialized	40,086	48,804	21.7
Gender			
Male	47,837	53,709	12.3
Female	36,083	41,122	14.0
Race/ethnicity <sup>6</sup>			
White	43,463	48,949	12.6
Black	31,891	36,454	14.3
Hispanic	34,635	38,480	11.1
Asian	47,339	53,357	12.7
American Indian	35,126	38,992	11.0
Nonresident alien	40,373	45,760	13.3
Race/ethnicity unknown	36,593	41,154	12.5

See notes at end of table.

**Table 18. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions and percentage change since fall 1993, by institution and employee characteristics: Fall 1993 and 2003—Continued**

Institution and employee characteristics	1993	2003	Percent change since 1993
Primary occupation			
Professional	52,588	57,436	9.2
Executive/administrative/managerial	60,277	70,441	16.9
Faculty	57,072	64,459	12.9
9 to 10 months	55,929	61,074	9.2
11 to 12 months	59,955	73,143	22.0
Professional support/service	42,790	44,802	4.7
Nonprofessional	26,638	28,333	6.4
Technical/paraprofessional	30,583	33,425	9.3
Clerical/secretarial	26,055	27,377	5.1
Skilled crafts	33,328	36,396	9.2
Service/maintenance	22,584	23,322	3.3

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

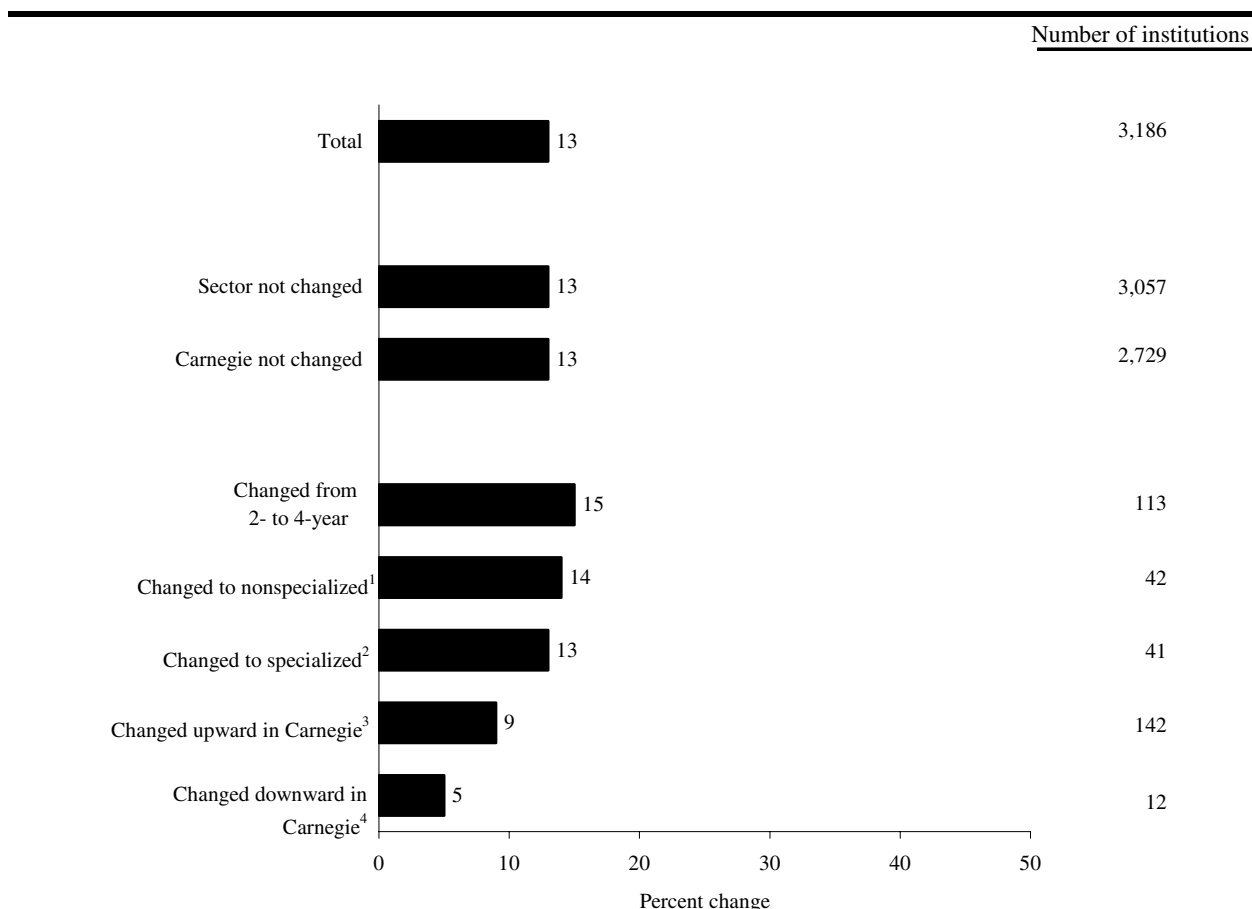
<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

marginally higher than that (13 percent) at institutions that changed in the opposite direction (i.e., from nonspecialized to specialized institutions) (figure 3). However, full-time staff at institutions that moved upward in Carnegie classification (from associate's to bachelor's, from bachelor's to master's, or from master's to doctoral) experienced raises in average salary that are below the national average (9 vs. 13 percent). The smallest salary increase rate (5 percent) occurred at institutions that changed downward in Carnegie classification (primarily master's in 1993 but

**Figure 3. Percentage change in average salary (in constant 2003 dollars) of full-time staff employed in postsecondary institutions, by change in institutional characteristics: Fall 1993–2003**



<sup>1</sup> From Specialized to Bachelor's/Master's/Doctoral.

<sup>2</sup> From Associate's/Bachelor's/Master's/Doctoral to Specialized.

<sup>3</sup> From Associate's to Bachelor's or from Bachelor's to Master's or from Master's to Doctoral.

<sup>4</sup> From Doctoral to Master's or from Master's to Bachelor's.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

changed to bachelor's in 2003), the only subgroup of institutions with a negative growth rate in total number of staff employed (as shown in figure 2). However, it should be cautioned that this also happens to be the smallest group of institutions (12) as shown in table 1-B.

## **Variation in the Growth of Average Salaries**

Full-time staff at public 2-year institutions experienced the lowest increase in salary (4 percent, from \$42,100 to \$44,000), trailing their peers at both public 4-year institutions (13 percent, from \$42,000 to \$47,400) and private not-for-profit 4-year institutions (16 percent, from \$41,300 to \$47,900) (table 18).

Full-time staff at specialized institutions as a whole experienced an increase of 22 percent (from \$40,100 to \$48,800) in average salary between 1993 and 2003, followed by their peers at doctorate-granting (16 percent, from \$42,800 to \$49,600), bachelor's (9 percent, from \$37,600 to \$41,000), and master's (7 percent, from \$41,500 to \$44,500) institutions.

Female staff had a slight edge over their male counterparts in terms of growth in average salaries between 1993 and 2003: 14 versus 12 percent for male staff (from \$36,100 to \$41,100 and from \$47,800 to \$53,700, respectively).

Increases in salaries occurred at similar rates among staff in various racial/ethnic groups, ranging from 11 percent for Hispanics and American Indians, to 13 percent for Whites, Asians, and nonresident aliens, and to 14 percent for Blacks (tables 19-A, 19-B, and 19-C).

However, the rate of average salary increase fluctuated considerably among different primary occupation groups, with professional staff as a whole benefiting from higher salary increases than all nonprofessional staff combined (9 vs. 6 percent) (tables 20-A, 20-B, and 20-C). While the average salary for professional staff in executive, administrative, and managerial positions increased 17 percent (from \$60,300 to \$70,400), salaries increased 13 percent for faculty (from \$57,100 to \$64,500), 9 percent each for skilled crafts (from \$33,300 to \$36,400) and technical/paraprofessional staff (from \$30,600 to \$33,400), 5 percent each for clerical/secretarial (from \$26,100 to \$27,400) and professional support/service staff (from \$42,800 to \$44,800), and 3 percent for service/maintenance staff (from \$22,600 to \$23,300).

Other research studies have reported comparable rates of salary increases based on other survey data. According to survey data presented in a recent annual American Association of University Professors report (Ehrenberg 2004), the average salary (inflation-adjusted) for faculty increased by 8 percent between 1993 and 2003.<sup>33</sup> Using data presented in a series of articles<sup>34</sup>

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<sup>33</sup> The increase in average salary (inflation-adjusted) of full-time instructional faculty on 9- to 10-month contracts was reported to be 6 percent between 1993 and 2003 (Clery and Topper 2005), using the IPEDS "Salary" surveys. However, it should be cautioned that the IPEDS "Salary" survey defines "faculty" differently than does its "Fall Staff Survey" as explained in the "Classification of Staff by Primary Occupation" subsection of the "Introduction" in this report.

<sup>34</sup> Chronologically by Magner (1995), Cage (1996), Magner (1997), Haworth (1998), Basinger (1999), Lively (2000), Kellogg (2001), Williams (2002), June (2003), and Cessato (2004).

**Table 19-A. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Total	White	Black	His-panic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	un-known
Total	\$41,713	\$43,463	\$31,891	\$34,635	\$47,339	\$35,126	\$40,373	\$36,593
Control of institution <sup>1</sup>								
Public	42,001	43,750	31,933	34,704	48,029	35,779	40,789	37,654
Private not-for-profit	41,220	42,993	31,828	34,622	46,130	31,888	39,627	33,859
Private for-profit	34,647	35,283	30,466	29,756	37,709	30,158	32,607	39,673
Level of institution <sup>2</sup>								
4-year	41,744	43,625	31,334	34,067	47,568	35,164	40,423	36,700
2-year	41,884	42,862	36,559	37,557	45,074	35,248	36,078	36,549
Sector of institution <sup>3</sup>								
Public 4-year	42,003	43,933	31,021	33,761	48,431	35,352	40,857	38,028
Private not-for-profit 4-year	41,320	43,116	31,856	34,672	46,151	34,315	39,637	34,119
Private for-profit 4-year	36,835	38,179	30,329	27,788	39,247	31,756	27,950	34,102
Public 2-year	42,172	43,160	36,709	37,767	45,301	37,256	36,444	35,872
Private not-for-profit 2-year	31,971	33,459	26,071	29,404	38,551	21,291	23,570	28,098
Private for-profit 2-year	32,090	32,312	30,378	27,886	34,705	22,184	34,725	42,947
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	42,782	44,888	31,124	34,195	47,104	35,303	40,553	38,326
Master's	41,513	42,852	32,989	35,341	50,822	37,146	45,496	35,875
Bachelor's	37,626	38,566	30,143	33,852	42,596	32,963	39,549	33,951
Associate's	41,693	42,673	35,997	37,193	45,018	38,613	36,165	36,298
Specialized	40,086	43,181	29,452	32,224	46,034	29,522	38,229	37,632
Gender								
Male	47,837	50,037	33,844	37,532	51,884	39,046	42,898	40,046
Female	36,083	37,153	30,710	32,149	41,868	31,873	35,282	32,172

See notes at end of table.



**Table 19-A. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Total	White	Black	His-panic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	un-known
Primary occupation								
Professional	\$52,588	\$53,158	\$48,255	\$50,048	\$55,237	\$45,910	\$42,914	\$46,325
Executive/administrative/managerial	60,277	60,639	57,637	57,617	62,287	52,156	58,076	65,672
Faculty	57,072	57,373	53,214	55,774	59,951	51,294	49,543	49,214
9 to 10 months	55,929	56,040	51,847	54,662	60,356	51,136	53,961	47,993
11 to 12 months	59,955	60,848	57,059	58,967	59,203	51,770	45,282	52,795
Professional support/service	42,790	43,149	41,050	41,453	46,510	37,280	34,734	36,985
Nonprofessional	26,638	27,332	24,073	26,000	29,683	25,604	26,244	23,342
Technical/paraprofessional	30,583	31,169	27,819	30,093	32,324	29,632	29,493	26,952
Clerical/secretarial	26,055	26,043	25,608	26,232	29,583	25,084	25,091	21,699
Skilled crafts	33,328	33,683	30,820	32,804	36,614	32,935	31,428	28,135
Service/maintenance	22,584	23,751	20,420	22,804	24,854	21,484	19,303	20,040

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003.

Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003.

Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003.

Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 19-B. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Total	White	Black	His-panic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	un-known
Total	\$46,946	\$48,949	\$36,454	\$38,480	\$53,357	\$38,992	\$45,760	\$41,154
Control of institution <sup>1</sup>								
Public	46,647	48,538	36,461	38,454	53,544	39,414	44,539	42,295
Private not-for-profit	47,803	50,051	36,427	38,770	53,247	38,579	47,633	40,416
Private for-profit	40,332	41,589	36,842	35,078	45,113	34,247	36,883	30,818
Level of institution <sup>2</sup>								
4-year	47,518	49,698	36,101	38,246	54,011	39,473	45,852	41,191
2-year	43,773	44,857	38,742	39,551	47,424	37,984	43,405	41,284
Sector of institution <sup>3</sup>								
Public 4-year	47,361	49,479	35,879	38,012	54,515	39,627	44,614	42,195
Private not-for-profit 4-year	47,940	50,225	36,457	38,843	53,297	40,407	47,641	40,440
Private for-profit 4-year	39,870	41,224	35,858	33,686	44,653	33,672	30,663	32,945
Public 2-year	44,002	45,089	38,848	39,641	47,554	39,223	43,454	43,097
Private not-for-profit 2-year	34,012	34,769	32,295	28,686	37,986	25,980	28,125	38,618
Private for-profit 2-year	39,179	40,357	36,568	37,543	45,007	34,736	40,613	28,547
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	49,594	52,204	36,206	39,048	54,599	40,796	45,607	42,976
Master's	44,528	45,920	36,730	37,449	53,458	39,408	48,380	38,651
Bachelor's	41,013	41,885	34,950	36,974	46,838	35,619	44,623	36,059
Associate's	43,559	44,590	38,662	39,361	46,990	41,947	43,122	40,220
Specialized	48,804	52,973	36,075	37,686	54,042	32,227	45,566	45,513
Gender								
Male	53,709	56,187	39,249	42,268	59,935	43,227	48,757	45,261
Female	41,122	42,505	34,805	35,625	46,452	35,857	40,509	37,405

See notes at end of table.

**Table 19-B. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	unknown
Primary occupation								
Professional	\$57,436	\$58,459	\$51,295	\$53,345	\$61,132	\$49,904	\$48,196	\$49,032
Executive/administrative/managerial	70,441	71,396	65,024	65,799	71,653	62,034	64,147	65,118
Faculty	64,459	64,828	59,570	62,698	70,887	56,830	56,534	53,843
9 to 10 months	61,074	61,122	56,595	59,034	68,094	55,352	59,697	52,869
11 to 12 months	73,143	74,988	67,969	73,375	75,668	62,951	52,945	55,898
Professional support/service	44,802	45,621	41,559	42,276	47,288	39,639	37,019	40,056
Nonprofessional	28,333	29,102	25,515	27,410	31,450	26,459	27,868	27,084
Technical/paraprofessional	33,425	34,051	30,621	32,367	35,234	31,657	32,036	31,477
Clerical/secretarial	27,377	27,279	26,948	27,745	31,093	25,730	27,443	26,524
Skilled crafts	36,396	36,986	32,420	35,305	40,470	33,809	35,819	37,446
Service/maintenance	23,322	24,624	20,789	23,212	24,710	21,392	20,692	21,782

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003.

Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003.

Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003.

Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 19-C. Percentage change since fall 1993 in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Total	White	Black	His-panic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	un-known
Total	12.5	12.6	14.3	11.1	12.7	11.0	13.3	12.5
Control of institution <sup>1</sup>								
Public	11.1	10.9	14.2	10.8	11.5	10.2	9.2	12.3
Private not-for-profit	16.0	16.4	14.5	12.0	15.4	21.0	20.2	19.4
Private for-profit	16.4	17.9	20.9	17.9	19.6	13.6	13.1	-22.3
Level of institution <sup>2</sup>								
4-year	13.8	13.9	15.2	12.3	13.5	12.3	13.4	12.2
2-year	4.5	4.7	6.0	5.3	5.2	7.8	20.3	13.0
Sector of institution <sup>3</sup>								
Public 4-year	12.8	12.6	15.7	12.6	12.6	12.1	9.2	11.0
Private not-for-profit 4-year	16.0	16.5	14.4	12.0	15.5	17.8	20.2	18.5
Private for-profit 4-year	8.2	8.0	18.2	21.2	13.8	6.0	9.7	-3.4
Public 2-year	4.3	4.5	5.8	5.0	5.0	5.3	19.2	20.1
Private not-for-profit 2-year	6.4	3.9	23.9	-2.4	-1.5	22.0	19.3	37.4
Private for-profit 2-year	22.1	24.9	20.4	34.6	29.7	56.6	17.0	-33.5
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	15.9	16.3	16.3	14.2	15.9	15.6	12.5	12.1
Master's	7.3	7.2	11.3	6.0	5.2	6.1	6.3	7.7
Bachelor's	9.0	8.6	15.9	9.2	10.0	8.1	12.8	6.2
Associate's	4.5	4.5	7.4	5.8	4.4	8.6	19.2	10.8
Specialized	21.7	22.7	22.5	16.9	17.4	9.2	19.2	20.9
Gender								
Male	12.3	12.3	16.0	12.6	15.5	10.7	13.7	13.0
Female	14.0	14.4	13.3	10.8	10.9	12.5	14.8	16.3

See notes at end of table.

**Table 19-C. Percentage change since fall 1993 in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Race/ethnicity	
							Non-resident alien	unknown
Primary occupation								
Professional	9.2	10.0	6.3	6.6	10.7	8.7	12.3	5.8
Executive/administrative/managerial	16.9	17.7	12.8	14.2	15.0	18.9	10.5	-0.8
Faculty	12.9	13.0	11.9	12.4	18.2	10.8	14.1	9.4
9 to 10 months	9.2	9.1	9.2	8.0	12.8	8.2	10.6	10.2
11 to 12 months	22.0	23.2	19.1	24.4	27.8	21.6	16.9	5.9
Professional support/service	4.7	5.7	1.2	2.0	1.7	6.3	6.6	8.3
Nonprofessional	6.4	6.5	6.0	5.4	6.0	3.3	6.2	16.0
Technical/paraprofessional	9.3	9.2	10.1	7.6	9.0	6.8	8.6	16.8
Clerical/secretarial	5.1	4.7	5.2	5.8	5.1	2.6	9.4	22.2
Skilled crafts	9.2	9.8	5.2	7.6	10.5	2.7	14.0	33.1
Service/maintenance	3.3	3.7	1.8	1.8	-0.6	-0.4	7.2	8.7

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 20-A. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Professional							Nonprofessional				
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Faculty			Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	9 to 10 months	11 to 12 months						
Total	\$41,794	\$52,752	\$60,385	\$57,403	\$56,249	\$60,323	\$42,765	\$26,687	\$30,534	\$26,116	\$33,369	\$22,609
Control of institution <sup>1</sup>												
Public	42,001	53,100	63,188	57,329	56,256	60,237	43,154	26,664	30,285	26,149	32,963	22,589
Private not-for-profit	41,220	51,798	56,619	56,860	55,154	60,721	42,240	26,616	31,321	25,902	34,351	22,596
Private for-profit	34,647	38,745	49,417	37,261	36,448	37,355	31,408	24,177	29,218	23,894	28,612	19,178
Level of institution <sup>2</sup>												
4-year	41,744	52,909	60,104	58,474	57,144	61,423	42,794	26,532	30,452	25,971	33,365	22,357
2-year	41,884	51,265	61,887	51,276	51,783	48,528	43,475	27,582	31,767	26,806	33,196	24,345
Sector of institution <sup>3</sup>												
Public 4-year	42,003	53,472	63,381	59,230	58,093	61,748	43,037	26,468	30,005	26,001	32,942	22,197
Private not-for-profit 4-year	41,320	51,987	56,765	57,140	55,407	61,071	42,384	26,663	31,333	25,941	34,397	22,647
Private for-profit 4-year	36,835	43,626	51,180	45,554	39,046	46,865	34,321	24,085	28,415	23,892	32,748	19,365
Public 2-year	42,172	51,804	62,882	51,711	51,948	50,293	44,174	27,687	31,815	26,881	33,277	24,531
Private not-for-profit 2-year	31,971	36,867	46,818	35,915	34,975	37,299	28,011	20,996	26,841	22,299	28,917	16,929
Private for-profit 2-year	32,090	34,939	46,743	31,583	34,881	31,380	28,709	24,120	29,794	23,906	23,325	17,292
Carnegie classification of institution <sup>4,5</sup>												
Doctorate-granting	42,782	54,428	62,149	61,385	60,948	62,112	44,313	27,447	30,785	26,917	34,238	23,130
Master's	41,513	52,176	59,489	55,503	55,306	57,752	39,352	25,253	30,672	24,484	31,961	21,759
Bachelor's	37,626	47,222	54,201	50,639	50,501	51,607	34,069	23,462	28,260	22,821	31,611	20,824
Associate's	41,693	51,038	61,447	51,199	51,753	48,215	42,981	27,270	31,232	26,526	32,777	24,114
Specialized	40,086	51,598	58,244	61,034	51,399	63,485	41,899	26,277	29,329	25,836	32,810	21,143

See notes at end of table.

**Table 20-A. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Professional							Nonprofessional				
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Total	Faculty		Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
					9 to 10 months	11 to 12 months						
Gender												
Male	\$47,837	\$56,934	\$64,168	\$59,993	\$59,016	\$62,343	\$45,124	\$28,093	\$32,357	\$26,234	\$33,632	\$23,775
Female	36,083	46,955	54,862	51,210	49,981	54,630	41,229	25,818	29,329	26,036	27,778	20,582
Race/ethnicity <sup>6</sup>												
White	43,463	53,158	60,639	57,373	56,040	60,848	43,149	27,332	31,169	26,043	33,683	23,751
Black	31,891	48,255	57,637	53,214	51,847	57,059	41,050	24,073	27,819	25,608	30,820	20,420
Hispanic	34,635	50,048	57,617	55,774	54,662	58,967	41,453	26,000	30,093	26,232	32,804	22,804
Asian	47,339	55,237	62,287	59,951	60,356	59,203	46,510	29,683	32,324	29,583	36,614	24,854
American Indian	35,126	45,910	52,156	51,294	51,136	51,770	37,280	25,604	29,632	25,084	32,935	21,484
Nonresident alien	40,373	42,914	58,076	49,543	53,961	45,282	34,734	26,244	29,493	25,091	31,428	19,303
Race/ethnicity unknown	36,593	46,325	65,672	49,214	47,993	52,795	36,985	23,342	26,952	21,699	28,135	20,040

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 20-B. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Professional						Nonprofessional					
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Total	Faculty		Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
					9 to 10 months	11 to 12 months						
Total	\$46,997	\$57,528	\$70,516	\$64,622	\$61,170	\$73,549	\$44,849	\$28,346	\$33,423	\$27,395	\$36,419	\$23,334
Control of institution <sup>1</sup>												
Public	46,647	57,276	74,623	63,466	60,080	73,250	45,284	28,333	33,518	27,174	35,739	23,259
Private not-for-profit	47,803	58,321	66,027	67,225	63,517	75,503	44,246	28,366	33,234	27,794	38,442	23,445
Private for-profit	40,332	44,564	61,939	46,043	31,043	47,030	36,876	27,238	31,914	26,530	33,028	24,663
Level of institution <sup>2</sup>												
4-year	47,518	58,223	70,731	67,024	63,280	75,407	45,066	28,098	32,930	27,285	36,552	22,959
2-year	43,773	52,945	69,261	53,136	53,102	53,350	42,304	29,726	35,554	27,995	35,035	25,685
Sector of institution <sup>3</sup>												
Public 4-year	47,361	58,229	76,256	66,783	62,986	75,490	45,601	27,920	32,789	26,913	35,837	22,634
Private not-for-profit 4-year	47,940	58,535	66,158	67,598	63,826	76,056	44,378	28,416	33,232	27,847	38,532	23,499
Private for-profit 4-year	39,870	44,885	62,930	52,711	27,637	54,743	36,783	27,094	30,708	26,424	31,154	26,274
Public 2-year	44,002	53,457	70,044	53,599	53,290	55,917	42,785	29,836	35,612	28,085	35,185	25,821
Private not-for-profit 2-year	34,012	38,752	53,246	36,450	33,921	40,307	32,121	21,198	27,996	21,420	24,315	17,454
Private for-profit 2-year	39,179	42,625	59,987	38,997	24,889	39,554	36,171	26,988	33,134	25,837	34,350	22,888
Carnegie classification of institution <sup>4,5</sup>												
Doctorate-granting	49,594	60,929	74,853	72,558	70,347	76,252	47,246	29,124	32,903	28,467	37,896	23,608
Master's	44,528	54,329	69,631	58,524	57,701	67,473	41,396	26,472	33,164	25,307	34,690	22,511
Bachelor's	41,013	49,991	60,766	54,750	54,779	54,389	35,580	24,213	30,944	23,497	34,038	21,003
Associate's	43,559	52,602	68,855	52,929	52,884	53,211	41,797	29,438	35,310	27,727	34,352	25,349
Specialized	48,804	60,301	66,683	75,021	56,631	79,820	44,540	29,584	33,401	28,374	36,178	24,212

See notes at end of table.



**Table 20-B. Average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional						Nonprofessional					
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Faculty			Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	9 to 10 months	11 to 12 months						
Gender												
Male	\$53,709	\$63,213	\$76,693	\$68,809	\$65,387	\$76,990	\$47,953	\$30,293	\$35,675	\$27,761	\$36,750	\$25,151
Female	41,122	51,312	64,261	57,706	54,711	66,319	42,612	27,178	31,842	27,331	30,165	20,096
Race/ethnicity <sup>6</sup>												
White	48,949	58,459	71,396	64,828	61,122	74,988	45,621	29,102	34,051	27,279	36,986	24,624
Black	36,454	51,295	65,024	59,570	56,595	67,969	41,559	25,515	30,621	26,948	32,420	20,789
Hispanic	38,480	53,345	65,799	62,698	59,034	73,375	42,276	27,410	32,367	27,745	35,305	23,212
Asian	53,357	61,132	71,653	70,887	68,094	75,668	47,288	31,450	35,234	31,093	40,470	24,710
American Indian	38,992	49,904	62,034	56,830	55,352	62,951	39,639	26,459	31,657	25,730	33,809	21,392
Nonresident alien	45,760	48,196	64,147	56,534	59,697	52,945	37,019	27,868	32,036	27,443	35,819	20,692
Race/ethnicity unknown	41,154	49,032	65,118	53,843	52,869	55,898	40,056	27,084	31,477	26,524	37,446	21,782

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

**Table 20-C. Percentage change since fall 1993 in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Professional							Nonprofessional				
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Faculty			Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	9 to 10 months	11 to 12 months						
Total	12.5	9.1	16.8	12.6	8.7	21.9	4.9	6.2	9.5	4.9	9.1	3.2
Control of institution <sup>1</sup>												
Public	11.1	7.9	18.1	10.7	6.8	21.6	4.9	6.3	10.7	3.9	8.4	3.0
Private not-for-profit	16.0	12.6	16.6	18.2	15.2	24.3	4.7	6.6	6.1	7.3	11.9	3.8
Private for-profit	16.4	15.0	25.3	23.6	-14.8	25.9	17.4	12.7	9.2	11.0	15.4	28.6
Level of institution <sup>2</sup>												
4-year	13.8	10.0	17.7	14.6	10.7	22.8	5.3	5.9	8.1	5.1	9.6	2.7
2-year	4.5	3.3	11.9	3.6	2.5	9.9	-2.7	7.8	11.9	4.4	5.5	5.5
Sector of institution <sup>3</sup>												
Public 4-year	12.8	8.9	20.3	12.8	8.4	22.3	6.0	5.5	9.3	3.5	8.8	2.0
Private not-for-profit 4-year	16.0	12.6	16.5	18.3	15.2	24.5	4.7	6.6	6.1	7.3	12.0	3.8
Private for-profit 4-year	8.2	2.9	23.0	15.7	-29.2	16.8	7.2	12.5	8.1	10.6	-4.9	35.7
Public 2-year	4.3	3.2	11.4	3.7	2.6	11.2	-3.1	7.8	11.9	4.5	5.7	5.3
Private not-for-profit 2-year	6.4	5.1	13.7	1.5	-3.0	8.1	14.7	1.0	4.3	-3.9	-15.9	3.1
Private for-profit 2-year	22.1	22.0	28.3	23.5	-28.6	26.0	26.0	11.9	11.2	8.1	47.3	32.4
Carnegie classification of institution <sup>4,5</sup>												
Doctorate-granting	15.9	11.9	20.4	18.2	15.4	22.8	6.6	6.1	6.9	5.8	10.7	2.1
Master's	7.3	4.1	17.0	5.4	4.3	16.8	5.2	4.8	8.1	3.4	8.5	3.5
Bachelor's	9.0	5.9	12.1	8.1	8.5	5.4	4.4	3.2	9.5	3.0	7.7	0.9
Associate's	4.5	3.1	12.1	3.4	2.2	10.4	-2.8	7.9	13.1	4.5	4.8	5.1
Specialized	21.7	16.9	14.5	22.9	10.2	25.7	6.3	12.6	13.9	9.8	10.3	14.5

See notes at end of table.

**Table 20-C. Percentage change since fall 1993 in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Professional						Nonprofessional					
	Total	Profes- sional	Executive/ admini- strative/ mana- gerial	Faculty			Profes- sional support/ service	Total	Technical/ para- profes- sional	Clerical/ secre- tarial	Skilled crafts	Service/ mainte- nance
				Total	9 to 10 months	11 to 12 months						
Gender												
Male	12.3	11.0	19.5	14.7	10.8	23.5	6.3	7.8	10.3	5.8	9.3	5.8
Female	14.0	9.3	17.1	12.7	9.5	21.4	3.4	5.3	8.6	5.0	8.6	-2.4
Race/ethnicity <sup>6</sup>												
White	12.6	10.0	17.7	13.0	9.1	23.2	5.7	6.5	9.2	4.7	9.8	3.7
Black	14.3	6.3	12.8	11.9	9.2	19.1	1.2	6.0	10.1	5.2	5.2	1.8
Hispanic	11.1	6.6	14.2	12.4	8.0	24.4	2.0	5.4	7.6	5.8	7.6	1.8
Asian	12.7	10.7	15.0	18.2	12.8	27.8	1.7	6.0	9.0	5.1	10.5	-0.6
American Indian	11.0	8.7	18.9	10.8	8.2	21.6	6.3	3.3	6.8	2.6	2.7	-0.4
Nonresident alien	13.3	12.3	10.5	14.1	10.6	16.9	6.6	6.2	8.6	9.4	14.0	7.2
Race/ethnicity unknown	12.5	5.8	-0.8	9.4	10.2	5.9	8.3	16.0	16.8	22.2	33.1	8.7

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

published annually between 1995 and 2004 in the *Chronicle of Higher Education*, the median salary for university administrators increased by 18 percent between 1993 and 2003.

## **Salary Differences by Type of Institution**

Although the overall average salary in 2003 of full-time staff at 2-year institutions was 8 percent less (92 percent of what their peers earned at 4-year institutions), Black and Hispanic staff at 2-year colleges earned more, on average, than their peers at 4-year institutions (117 and 110 percent of salaries by their peers in 1993 and 107 and 103 percent in 2003, respectively) (tables 21-A and 21-B). Similarly, the average salary for all nonprofessional staff (except for skilled crafts staff) was higher at 2-year colleges than at 4-year institutions. Staff in technical/paraprofessional, clerical/secretarial, and service/maintenance positions at 2-year institutions earned, on average, 103 to 112 percent of what their peers did at 4-year institutions (tables 21-C and 21-D).

However, faculty at 2-year institutions earned considerably less than their peers at 4-year institutions. In fact, the gap in average earnings between the staff at 2- and 4-year institutions was larger for faculty than for any other primary occupation categories. Furthermore, this gap increased over time. In 1993, faculty at 2-year institutions earned 88 percent of what their peers earned at 4-year institutions; in 2003, this decreased to 79 percent.

In both 1993 and 2003, full-time staff in doctoral institutions earned, on average, more than their peers did anywhere else. By contrast, full-time staff in bachelor's institutions earned the least in average salaries—e.g., their salaries were, on average, 88 percent of those for their counterparts in doctoral institutions in 2003. These differences may reflect in part the relatively high proportion of staff in baccalaureate institutions who worked in low-paid service/maintenance positions (as shown in tables 15-A and 15-B), and the relatively low proportion of Asian staff (table 14), who were the highest-paid racial/ethnic group.

It is interesting to note that the salary differences between staff in doctoral institutions and their peers elsewhere tended to increase over time. For example, staff in master's institutions earned, on average, 97 percent of what their peers in doctoral institutions did in 1993; but this dropped to 90 percent in 2003.

**Table 21-A. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group: Fall 1993**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	\$41,713	\$43,463	\$31,891	\$34,635	\$47,339	\$35,126	\$40,373	\$36,593
Control of institution <sup>1</sup>								
Public	42,001	43,750	31,933	34,704	48,029	35,779	40,789	37,654
Private not-for-profit (as percent of those for public)	98	98	100	100	96	89	97	90
Private for-profit (as percent of those for public)	82	81	95	86	79	84	80	105
Level of institution <sup>2</sup>								
4-year	41,744	43,625	31,334	34,067	47,568	35,164	40,423	36,700
2-year (as percent of those for 4-year)	100	98	117	110	95	100	89	100
Sector of institution <sup>3</sup>								
Public 4-year	42,003	43,933	31,021	33,761	48,431	35,352	40,857	38,028
Private not-for-profit 4-year (as percent of those for public 4-year)	98	98	103	103	95	97	97	90
Private for-profit 4-year (as percent of those for public 4-year)	88	87	98	82	81	90	68	90
Public 2-year (as percent of those for public 4-year)	100	98	118	112	94	105	89	94
Private not-for-profit 2-year (as percent of those for public 4-year)	76	76	84	87	80	60	58	74
Private for-profit 2-year (as percent of those for public 4-year)	76	74	98	83	72	63	85	113

See notes at end of table.

**Table 21-A. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group: Fall 1993—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	\$42,782	\$44,888	\$31,124	\$34,195	\$47,104	\$35,303	\$40,553	\$38,326
Master's (as percent of those for doctorate-granting)	97	95	106	103	108	105	112	94
Bachelor's (as percent of those for doctorate-granting)	88	86	97	99	90	93	98	89
Associate's (as percent of those for doctorate-granting)	97	95	116	109	96	109	89	95
Specialized (as percent of those for doctorate-granting)	94	96	95	94	98	84	94	98

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 21-B. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group: Fall 2003**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Total	\$46,946	\$48,949	\$36,454	\$38,480	\$53,357	\$38,992	\$45,760	\$41,154
Control of institution <sup>1</sup>								
Public	46,647	48,538	36,461	38,454	53,544	39,414	44,539	42,295
Private not-for-profit (as percent of those for public)	102	103	100	101	99	98	107	96
Private for-profit (as percent of those for public)	86	86	101	91	84	87	83	73
Level of institution <sup>2</sup>								
4-year	47,518	49,698	36,101	38,246	54,011	39,473	45,852	41,191
2-year (as percent of those for 4-year)	92	90	107	103	88	96	95	100
Sector of institution <sup>3</sup>								
Public 4-year	47,361	49,479	35,879	38,012	54,515	39,627	44,614	42,195
Private not-for-profit 4-year (as percent of those for public 4-year)	101	102	102	102	98	102	107	96
Private for-profit 4-year (as percent of those for public 4-year)	84	83	100	89	82	85	69	78
Public 2-year (as percent of those for public 4-year)	93	91	108	104	87	99	97	102
Private not-for-profit 2-year (as percent of those for public 4-year)	72	70	90	75	70	66	63	92
Private for-profit 2-year (as percent of those for public 4-year)	83	82	102	99	83	88	91	68

See notes at end of table.

**Table 21-B. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each racial/ethnic group: Fall 2003—Continued**

Institution and employee characteristics	Total	White	Black	Hispanic	Asian	American Indian	Non-resident alien	Race/ethnicity unknown
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	\$49,594	\$52,204	\$36,206	\$39,048	\$54,599	\$40,796	\$45,607	\$42,976
Master's (as percent of those for doctorate-granting)	90	88	101	96	98	97	106	90
Bachelor's (as percent of those for doctorate-granting)	83	80	97	95	86	87	98	84
Associate's (as percent of those for doctorate-granting)	88	85	107	101	86	103	95	94
Specialized (as percent of those for doctorate-granting)	98	101	100	97	99	79	100	106

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.



**Table 21-C. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group: Fall 1993**

Institution and employee characteristics	Professional							Nonprofessional				
	Executive/ administrative/						Profes- sional support/ service	Tech- nical/ para- profes- sional		Cler- ical/ secre- tarial	Service/ mainte- nance	
	Total	Profes- sional (total)	mana- gerial	Faculty								
				9 to 10 months	11 to 12 months							
	Total	\$41,794	\$52,752	\$60,385	\$57,403	\$56,249	\$60,323	\$42,765	\$26,687	\$30,534	\$26,116	\$33,369
Control of institution <sup>1</sup>												
Public	42,001	53,100	63,188	57,329	56,256	60,237	43,154	26,664	30,285	26,149	32,963	22,589
Private not-for-profit (as percent of those for public)	98	98	90	99	98	101	98	100	103	99	104	100
Private for-profit (as percent of those for public)	82	73	78	65	65	62	73	91	96	91	87	85
Level of institution <sup>2</sup>												
4-year	41,744	52,909	60,104	58,474	57,144	61,423	42,794	26,532	30,452	25,971	33,365	22,357
2-year (as percent of those for 4-year)	100	97	103	88	91	79	102	104	104	103	99	109
Sector of institution <sup>3</sup>												
Public 4-year	42,003	53,472	63,381	59,230	58,093	61,748	43,037	26,468	30,005	26,001	32,942	22,197
Private not-for-profit 4-year (as percent of those for public 4-year)	98	97	90	96	95	99	98	101	104	100	104	102
Private for-profit 4-year (as percent of those for public 4-year)	88	82	81	77	67	76	80	91	95	92	99	87
Public 2-year (as percent of those for public 4-year)	100	97	99	87	89	81	103	105	106	103	101	111
Private not-for-profit 2-year (as percent of those for public 4-year)	76	69	74	61	60	60	65	79	89	86	88	76
Private for-profit 2-year (as percent of those for public 4-year)	76	65	74	53	60	51	67	91	99	92	71	78

See notes at end of table.

**Table 21-C. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group: Fall 1993—Continued**

Institution and employee characteristics	Professional							Nonprofessional				
	Executive/ administrative/			Faculty			Professional support/ service	Technical/ para-professional		Clerical/ secretarial	Service/ Skilled maintenance	
	Total	Professional (total)	Managerial	9 to 10 months		11 to 12 months						
				Total				Total				
Carnegie classification of institution <sup>4,5</sup>												
Doctorate-granting	\$42,782	\$54,428	\$62,149	\$61,385	\$60,948	\$62,112	\$44,313	\$27,447	\$30,785	\$26,917	\$34,238	\$23,130
Master's (as percent of those for doctorate-granting)	97	96	96	90	91	93	89	92	100	91	93	94
Bachelor's (as percent of those for doctorate-granting)	88	87	87	82	83	83	77	85	92	85	92	90
Associate's (as percent of those for doctorate-granting)	97	94	99	83	85	78	97	99	101	99	96	104
Specialized (as percent of those for doctorate-granting)	94	95	94	99	84	102	95	96	95	96	96	91

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 21-D. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group: Fall 2003**

Institution and employee characteristics	Professional							Nonprofessional				
	Total	Profes- sional (total)	Execu- tive/ admini- strative/ mana- gerial	Faculty		Profes- sional support/ service	Total	Tech- nical/ para- profes- sional	Cler- ical/ secre- tarial	Skilled crafts	Service/ mainte- nance	
				9 to 10 months	11 to 12 months							
Total	\$46,997	\$57,528	\$70,516	\$64,622	\$61,170	\$73,549	\$44,849	\$28,346	\$33,423	\$27,395	\$36,419	\$23,334
Control of institution <sup>1</sup>												
Public	46,647	57,276	74,623	63,466	60,080	73,250	45,284	28,333	33,518	27,174	35,739	23,259
Private not-for-profit (as percent of those for public)	102	102	88	106	106	103	98	100	99	102	108	101
Private for-profit (as percent of those for public)	86	78	83	73	52	64	81	96	95	98	92	106
Level of institution <sup>2</sup>												
4-year	47,518	58,223	70,731	67,024	63,280	75,407	45,066	28,098	32,930	27,285	36,552	22,959
2-year (as percent of those for 4-year)	92	91	98	79	84	71	94	106	108	103	96	112
Sector of institution <sup>3</sup>												
Public 4-year	47,361	58,229	76,256	66,783	62,986	75,490	45,601	27,920	32,789	26,913	35,837	22,634
Private not-for-profit 4-year (as percent of those for public 4-year)	101	101	87	101	101	101	97	102	101	103	108	104
Private for-profit 4-year (as percent of those for public 4-year)	84	77	83	79	44	73	81	97	94	98	87	116
Public 2-year (as percent of those for public 4-year)	93	92	92	80	85	74	94	107	109	104	98	114
Private not-for-profit 2-year (as percent of those for public 4-year)	72	67	70	55	54	53	70	76	85	80	68	77
Private for-profit 2-year (as percent of those for public 4-year)	83	73	79	58	40	52	79	97	101	96	96	101

See notes at end of table.

**Table 21-D. Institutional differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions in each primary occupation group: Fall 2003—Continued**

Institution and employee characteristics	Professional							Nonprofessional				
	Executive/ administrative/			Faculty			Professional support/ service	Technical/ para-professional		Clerical/ secretarial	Service/ Skilled maintenance crafts	
	Total	Professional (total)	Managerial	9 to 10 months		11 to 12 months						
				Total				Total				
Carnegie classification of institution <sup>4,5</sup>												
Doctorate-granting	\$49,594	\$60,929	\$74,853	\$72,558	\$70,347	\$76,252	\$47,246	\$29,124	\$32,903	\$28,467	\$37,896	\$23,608
Master's (as percent of those for doctorate-granting)	90	89	93	81	82	88	88	91	101	89	92	95
Bachelor's (as percent of those for doctorate-granting)	83	82	81	75	78	71	75	83	94	83	90	89
Associate's (as percent of those for doctorate-granting)	88	86	92	73	75	70	88	101	107	97	91	107
Specialized (as percent of those for doctorate-granting)	98	99	89	103	81	105	94	102	102	100	95	103

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

## **Salary Differences by Gender**

The issue of inequality in pay for women is still unresolved, despite decades of efforts—including the legislation of the federal Equal Pay Act of 1963 (Hoeller 2005). Even though female postsecondary staff experienced a slightly higher increase in their average salary, they still lagged behind male staff as a whole in what they earned. In 2003, the average salary for women was 77 percent of that for men (\$41,100 vs. \$53,700) (table 22), slightly higher than 10 years earlier when, on average, women earned 75 percent of what men did. The higher education workplace was not much better than the nation as a whole with regard to the gender gap in earnings. In 2003, the national median salary among full-time women age 15 years or older was 76 percent of that for their male counterparts (U.S. Census Bureau 2004).

In both years, the gender disparity in salaries was greater at 4-year institutions than at 2-year institutions. For example, in 1993, the average salary of female staff was 81 percent of that of males at 2-year institutions (\$38,000 vs. \$46,600), compared with 74 percent at 4-year institutions (\$35,800 vs. \$48,100). Furthermore, this gap grew over the decade studied (to women making 86 percent of what men earned at 2-year institutions but only 75 percent at 4-year), as a result of the higher gain in the growth rate of female salaries relative to that of their male counterparts at 2-year institutions (8 vs. 2 percent growth). The gain in the rate of salary increases for women was smaller at 4-year institutions (15 vs. 14 percent).

In 1993, the gender gap in average salaries was similar among staff at doctorate-granting, master's degree, and bachelor's degree institutions (females' average salary was 74 percent of that for their male peers). In 2003, the gap for master's and bachelor's degree institutions narrowed, with women earning 77 to 78 percent of what men earned, although no change was evident in doctorate-granting institutions.

In both years, the gender disparity in average salaries was most apparent among White staff and least among Black staff. For example, in 1993, the average salary for White females was 74 percent of that for White males, compared with Black females earning, on average, 91 percent of what Black males earned. The corresponding proportion ranged from 80 to 86 percent among other racial/ethnic groups. The greater gender disparity in average salaries among White employees on postsecondary campuses remained in 2003 despite a gain in the rate of salary increase by White females relative to White males (14 vs. 12 percent). This gender gap between White men and women exceeding that for other racial/ethnic groups is consistent with findings based on a trend analysis study that examined the earnings of high school graduates and college graduates between 1975 and 1997, using the Current Population Survey data collected by the U.S. Census Bureau (Coley 2001).

**Table 22. Average salaries (in constant 2003 dollars) of male and female full-time employees in postsecondary institutions, percentage change since fall 1993, and average salaries of females as percentage of those for males, by institution and employee characteristics: Fall 1993 and 2003**

Institution and employee characteristics	1993		2003		Percent change since 1993		Average salaries for females (as percent of those for males)	
	Male	Female	Male	Female	Male	Female	1993	2003
Total	\$47,837	\$36,083	\$53,709	\$41,122	12.3	14.0	75	77
Control of institution <sup>1</sup>								
Public	48,222	36,200	53,261	40,898	10.4	13.0	75	77
Private not-for-profit	47,127	35,931	55,013	41,709	16.7	16.1	76	76
Private for-profit	39,098	31,255	43,490	37,597	11.2	20.3	80	86
Level of institution <sup>2</sup>								
4-year	48,080	35,816	54,650	41,189	13.7	15.0	74	75
2-year	46,635	37,975	47,723	40,957	2.3	7.9	81	86
Sector of institution <sup>3</sup>								
Public 4-year	48,547	35,720	54,487	40,841	12.2	14.3	74	75
Private not-for-profit 4-year	47,251	36,009	55,176	41,824	16.8	16.1	76	76
Private for-profit 4-year	43,017	32,088	42,889	37,240	-0.3	16.1	75	87
Public 2-year	46,969	38,215	47,982	41,174	2.2	7.7	81	86
Private not-for-profit 2-year	33,830	30,467	37,294	31,591	10.2	3.7	90	85
Private for-profit 2-year	35,514	29,677	42,686	36,281	20.2	22.3	84	85
Carnegie classification of institution <sup>4,5</sup>								
Doctorate-granting	49,305	36,479	57,285	42,489	16.2	16.5	74	74
Master's	47,688	35,183	50,351	39,290	5.6	11.7	74	78
Bachelor's	43,410	31,959	46,528	36,056	7.2	12.8	74	77
Associate's	46,477	37,718	47,482	40,739	2.2	8.0	81	86
Specialized	46,350	35,877	57,250	42,909	23.5	19.6	77	75
Race/ethnicity <sup>6</sup>								
White	50,037	37,153	56,187	42,505	12.3	14.4	74	76
Black	33,844	30,710	39,249	34,805	16.0	13.3	91	89
Hispanic	37,532	32,149	42,268	35,625	12.6	10.8	86	84
Asian	51,884	41,868	59,935	46,452	15.5	10.9	81	78
American Indian	39,046	31,873	43,227	35,857	10.7	12.5	82	83
Nonresident alien	42,898	35,282	48,757	40,509	13.7	14.8	82	83
Race/ethnicity unknown	40,046	32,172	45,261	37,405	13.0	16.3	80	83

See notes at end of table.

**Table 22. Average salaries (in constant 2003 dollars) of male and female full-time employees in postsecondary institutions, percentage change since fall 1993, and average salaries of females as percentage of those for males, by institution and employee characteristics: Fall 1993 and 2003**  
—Continued

Institution and employee characteristics					Percent change		Average salaries	
	1993		2003		since 1993		for females (as	
	Male	Female	Male	Female	Male	Female	percent of	those for males)
							1993	2003
Primary occupation								
Professional	\$56,934	\$46,955	\$63,213	\$51,312	11.0	9.3	82	81
Executive/administrative/managerial	64,168	54,862	76,693	64,261	19.5	17.1	85	84
Faculty	59,993	51,210	68,809	57,706	14.7	12.7	85	84
9 to 10 months	59,016	49,981	65,387	54,711	10.8	9.5	85	84
11 to 12 months	62,343	54,630	76,990	66,319	23.5	21.4	88	86
Professional support/service	45,124	41,229	47,953	42,612	6.3	3.4	91	89
Nonprofessional	28,093	25,818	30,293	27,178	7.8	5.3	92	90
Technical/paraprofessional	32,357	29,329	35,675	31,842	10.3	8.6	91	89
Clerical/secretarial	26,234	26,036	27,761	27,331	5.8	5.0	99	98
Skilled crafts	33,632	27,778	36,750	30,165	9.3	8.6	83	82
Service/maintenance	23,775	20,582	25,151	20,096	5.8	-2.4	87	80

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003.

Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003.

Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003.

Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.

The gender gap in salaries also varied by primary occupation. In both years, female professional staff as a whole experienced greater salary inequality with men than their nonprofessional peers did. While female nonprofessional staff earned, on average, 92 percent in

1993 and 90 percent in 2003 of what their male counterparts earned, female professional staff earned only 82 and 81 percent of that of their male counterparts. Among all primary occupation categories, the gender difference was the least for clerical and secretarial staff. In fact, the average salary for female clerical and secretarial staff was almost equal to that of their male counterparts (99 and 98 percent in 1993 and 2003, respectively). At the other end of the spectrum, in skilled crafts and service/maintenance positions women earned 17 to 18 percent less than men did.

It is worth pointing out that there appear to be smaller gender differences in salaries when analyzed separately for each primary occupation group, compared with the overall gender difference. For instance, in 2003, among all occupation categories, the largest gender gap occurred among service/maintenance staff where women earned, on average, 80 percent of what men did; yet this gap is smaller than the overall gap of women earning 77 percent of what men earned. There are two explanations for this seemingly counterintuitive phenomenon. First, as mentioned earlier, average salaries were calculated by dividing salary outlays by the corresponding number of employees. Thus, the overall salaries are not the direct arithmetic averages among subgroups; neither were the percentage measures of women's earnings. Secondly and perhaps more directly, the phenomenon is related to women's share of total in salary outlays relative to their share in number of employees and how this varies when all staff are combined. The overall percentage share for women in salary outlay was 7 percentage points lower than their share in number of employees in both years (e.g., 45 vs. 52 percent in 1993) (table B-1 in appendix B). A much smaller deficit is evident when each primary occupation group is examined separately. The largest deficit in percentage share for women between salary outlay and number of employees was with the occupation group executive/administrative/managerial staff for whom there was a difference of 4 percentage points both in 1993 (38 vs. 42 percent) and 2003 (46 vs. 50 percent). Not surprisingly, among clerical/secretarial staff, the occupation group with the smallest gender gap in average salaries, women's percentage share in salary outlays matched that in number of employees (91 vs. 91 percent in 1993 and 89 vs. 89 percent in 2003).

When interpreting the gender differences in salary earnings, readers are cautioned that these differences may be due to factors other than gender such as rank and years of services, and field. For instance, it is well documented that female faculty are less likely than their male counterparts to be in the higher-paying field of business and engineering but more likely to be in the lower-paying field of education (Glover and Parsad 2002; Ehrenberg 2004; Cataldi, Bradburn, and Fahimi 2005). Female faculty are also less likely than male faculty to be full professors (Curtis 2005), the highest-paid subgroup among full-time faculty. On the other hand, other studies have determined that gender disparity in average salary for faculty persists even after controlling for



other factors including, among others, academic rank, discipline, and years since highest degree (Nettles, Perna, and Bradburn 2000; Bradburn and Sikora 2002).

## **Salary Differences by Race/Ethnicity**

On average, Asian postsecondary staff earned the highest salaries, followed by Whites, nonresident aliens, staff whose race/ethnicity is unknown, American Indians, Hispanics, and Blacks. On average, Black staff earned the lowest salary, a pattern that persisted over time (tables 23-A and 23-B). Expressed as percentages of earnings for White staff (\$43,500 in 1993 and \$48,900 in 2003), Asians averaged 109 percent; nonresident aliens, 93 percent; staff of unknown race/ethnicity, 84 percent; American Indians and Hispanics, 79 to 81 percent; and Blacks, 73 to 74 percent. In general, this pattern of variation in average salaries by race/ethnicity was consistent across sectors and Carnegie classifications.

While it is not the intent of this study to pinpoint specific reasons for racial/ethnic differences in salary earnings on higher education campuses, readers are cautioned that the findings reported here are descriptive in nature and causal inferences should not be made. Factors other than race/ethnicity may be related to differences observed among racial/ethnic groups. For example, as shown in table 13, the proportion of staff who were male was highest, in both 1993 and 2003, among Asians, followed in order by Whites, Hispanics, and Blacks, and men earn more than women on average.

In addition, in both 1993 and 2003, Asian staff were more likely than Whites to be professional employees, followed by Hispanics and Blacks (tables 15-A and 15-B), and professional staff earn more on average than nonprofessional staff.

The racial/ethnic disparity in average salary was higher for men than for women in both years. For example, in 2003, the average salary for Black men was 70 percent of that for White male staff, compared with Black women earning 82 percent of what White women earned (table 23-B).

As discussed earlier, gender differences in earnings declined when examined within primary occupation categories. The same pattern holds with respect to racial/ethnic differences in average salaries. For instance, while overall Blacks earned, on average, 73 to 74 percent of what their White counterparts did, within occupational categories, Blacks earned from 84 to 99 percent of what Whites did. As shown earlier (tables 15-A and 15-B), compared with White staff, Blacks were more likely to work in lower-paid nonprofessional occupations (such as clerical/secretarial

**Table 23-A. Racial/ethnic differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Average salary of White staff	Average salaries (as percent of those of White staff's)					Race/ethnicity unknown
		Black	Hispanic	Asian	American Indian	Non-resident alien	
Total	\$43,463	73	80	109	81	93	84
Control of institution <sup>1</sup>							
Public, total	43,750	73	79	110	82	93	86
Private not-for-profit	42,993	74	81	107	74	92	79
Private for-profit	35,283	86	84	107	85	92	112
Level of institution <sup>2</sup>							
4-year	43,625	72	78	109	81	93	84
2-year	42,862	85	88	105	82	84	85
Sector of institution <sup>3</sup>							
Public 4-year	43,933	71	77	110	80	93	87
Private not-for-profit 4-year	43,116	74	80	107	80	92	79
Private for-profit 4-year	38,179	79	73	103	83	73	89
Public 2-year	43,160	85	88	105	86	84	83
Private not-for-profit 2-year	33,459	78	88	115	64	70	84
Private for-profit 2-year	32,312	94	86	107	69	107	133
Carnegie classification of institution <sup>4,5</sup>							
Doctorate-granting	44,888	69	76	105	79	90	85
Master's	42,852	77	82	119	87	106	84
Bachelor's	38,566	78	88	110	85	103	88
Associate's	42,673	84	87	105	90	85	85
Specialized	43,181	68	75	107	68	89	87
Gender							
Male	50,037	68	75	104	78	86	80
Female	37,153	83	87	113	86	95	87

See notes at end of table.

**Table 23-A. Racial/ethnic differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993—Continued**

Institution and employee characteristics	Average salary of White staff	Average salaries (as percent of those of White staff's)					Race/ethnicity unknown
		Black	Hispanic	Asian	American Indian	Non-resident alien	
Primary occupation							
Professional	\$53,158	91	94	104	86	81	87
Executive/administrative/managerial	60,639	95	95	103	86	96	108
Faculty	57,373	93	97	104	89	86	86
9 to 10 months	56,040	93	98	108	91	96	86
11 to 12 months	60,848	94	97	97	85	74	87
Professional support/service	43,149	95	96	108	86	80	86
Nonprofessional	27,332	88	95	109	94	96	85
Technical/paraprofessional	31,169	89	97	104	95	95	86
Clerical/secretarial	26,043	98	101	114	96	96	83
Skilled crafts	33,683	91	97	109	98	93	84
Service/maintenance	23,751	86	96	105	90	81	84

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.

**Table 23-B. Racial/ethnic differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Average salary of White staff	Average salaries (as percent of those of White staff's)					Race/ethnicity unknown
		Black	Hispanic	Asian	American Indian	Non-resident alien	
Total	\$48,949	74	79	109	80	93	84
Control of institution <sup>1</sup>							
Public, total	48,538	75	79	110	81	92	87
Private not-for-profit	50,051	73	77	106	77	95	81
Private for-profit	41,589	89	84	108	82	89	74
Level of institution <sup>2</sup>							
4-year	49,698	73	77	109	79	92	83
2-year	44,857	86	88	106	85	97	92
Sector of institution <sup>3</sup>							
Public 4-year	49,479	73	77	110	80	90	85
Private not-for-profit 4-year	50,225	73	77	106	80	95	81
Private for-profit 4-year	41,224	87	82	108	82	74	80
Public 2-year	45,089	86	88	105	87	96	96
Private not-for-profit 2-year	34,769	93	83	109	75	81	111
Private for-profit 2-year	40,357	91	93	112	86	101	71
Carnegie classification of institution <sup>4,5</sup>							
Doctorate-granting	52,204	69	75	105	78	87	82
Master's	45,920	80	82	116	86	105	84
Bachelor's	41,885	83	88	112	85	107	86
Associate's	44,590	87	88	105	94	97	90
Specialized	52,973	68	71	102	61	86	86
Gender							
Male	56,187	70	75	107	77	87	81
Female	42,505	82	84	109	84	95	88

See notes at end of table.

**Table 23-B. Racial/ethnic differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 2003—Continued**

Institution and employee characteristics	Average salary of White staff	Average salaries (as percent of those of White staff's)					Race/ethnicity unknown
		Black	Hispanic	Asian	American Indian	Non-resident alien	
Primary occupation							
Professional	\$58,459	88	91	105	85	82	84
Executive/administrative/managerial	71,396	91	92	100	87	90	91
Faculty	64,828	92	97	109	88	87	83
9 to 10 months	61,122	93	97	111	91	98	86
11 to 12 months	74,988	91	98	101	84	71	75
Professional support/service	45,621	91	93	104	87	81	88
Nonprofessional	29,102	88	94	108	91	96	93
Technical/paraprofessional	34,051	90	95	103	93	94	92
Clerical/secretarial	27,279	99	102	114	94	101	97
Skilled crafts	36,986	88	95	109	91	97	101
Service/maintenance	24,624	84	94	100	87	84	88

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

and service/maintenance) and less likely to be in higher-paid professional occupations (e.g., faculty).

## **Salary Differences by Primary Occupation**

In both 1993 and 2003, executive, administrative, and managerial staff earned the highest average salary, followed by faculty,<sup>35</sup> professional support/service staff, skilled crafts staff, technical and paraprofessional staff, clerical and secretarial staff, and service/maintenance staff (tables 24-A and 24-B). However, the differences in average salary by occupation were higher in 2003 than in 1993 across all primary occupation categories. For example, relative to the average salary of executive, administrative, and managerial staff, faculty earned, on average, 95 percent in 1993, but 92 percent in 2003; likewise, clerical and secretarial staff earned 43 percent in 1993, but 39 percent in 2003.

Of noticeable exception to the pattern was among staff at private not-for-profit 4-year institutions and specialized institutions, where the average earnings of faculty on 11- to 12-month contracts actually exceeded those of executive, administrative, and managerial staff, a trend that increased over time. In 1993, faculty on 11- to 12-month contracts earned, on average, 108 to 109 percent of what executive, administrative, and managerial staff earned at private not-for-profit 4-year or specialized institutions, and in 2003, their salaries ranged from 115 to 120 percent of the earnings of executive, administrative, and managerial staff at such institutions.

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<sup>35</sup> Notice that the overall average earnings for faculty on 11- to 12-month contracts were not less compared to staff in executive, administrative, and managerial positions, as shown in tables 24-A and 24-B. However, the majority (71 percent in both 1993 and 2003) of full-time faculty members surveyed in the salary section of this report were on 9- to 10-month contracts (data not shown in tables), and they trailed executive, administrative, and managerial staff in average salary, more so in 2003 than in 1993.

**Table 24-A. Occupational differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993**

Institution and employee characteristics	Average salary of executive/administrative/managerial	Average salaries (as percentage of those for executive/administrative/managerial staff)							
					Professional support/service	Skilled crafts	Technical para-professional	Clerical/secretarial	Service/maintenance
		Faculty							
		Total	11/12-month	9/10-month					
Total	\$60,385	95	100	93	71	55	51	43	37
Control of institution <sup>1</sup>									
Public	63,188	91	95	89	68	52	48	41	36
Private not-for-profit	56,619	100	107	97	75	61	55	46	40
Private for-profit	49,417	75	76	74	64	58	59	48	39
Level of institution <sup>2</sup>									
4-year	60,104	97	102	95	71	56	51	43	37
2-year	61,887	83	78	84	70	54	51	43	39
Sector of institution <sup>3</sup>									
Public 4-year	63,381	93	97	92	68	52	47	41	35
Private not-for-profit 4-year	56,765	101	108	98	75	61	55	46	40
Private for-profit 4-year	51,180	89	92	76	67	64	56	47	38
Public 2-year	62,882	82	80	83	70	53	51	43	39
Private not-for-profit 2-year	46,818	77	80	75	60	62	57	48	36
Private for-profit 2-year	46,743	68	67	75	61	50	64	51	37
Carnegie classification of institution <sup>4,5</sup>									
Doctorate-granting	62,149	99	100	98	71	55	50	43	37
Master's	59,489	93	97	93	66	54	52	41	37
Bachelor's	54,201	93	95	93	63	58	52	42	38
Associate's	61,447	83	78	84	70	53	51	43	39
Specialized	58,244	105	109	88	72	56	50	44	36
Gender									
Male	64,168	93	97	92	70	52	50	41	37
Female	54,862	93	100	91	75	51	53	47	38

See notes at end of table.

**Table 24-A. Occupational differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 1993**  
—Continued

Institution and employee characteristics	Average salary of executive/administrative/managerial	Average salaries (as percentage of those for executive/administrative/managerial staff)							
		Faculty			Profes- sional support/ service	Skilled crafts	Tech- nical para- profes- sional	Cler- ical/ secre- tarial	Service/ mainte- nance
		Total	11/12- month	9/10- month					
Race/ethnicity <sup>6</sup>									
White	\$60,639	95	100	92	71	56	51	43	39
Black	57,637	92	99	90	71	53	48	44	35
Hispanic	57,617	97	102	95	72	57	52	46	40
Asian	62,287	96	95	97	75	59	52	47	40
American Indian	52,156	98	99	98	71	63	57	48	41
Nonresident alien	58,076	85	78	93	60	54	51	43	33
Race/ethnicity unknown	65,672	75	80	73	56	43	41	33	31

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993.



**Table 24-B. Occupational differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 2003**

Institution and employee characteristics	Average salary of executive/administrative/managerial	Average salaries (as percentage of those for executive/administrative/managerial staff)							
		Faculty			Professional support/service	Skilled crafts	Technical para-professional	Clerical/secretarial	Service/maintenance
		Total	11/12-month	9/10-month					
Total	\$70,516	92	104	87	64	52	47	39	33
Control of institution <sup>1</sup>									
Public, total	74,623	85	98	81	61	48	45	36	31
Private not-for-profit	66,027	102	114	96	67	58	50	42	36
Private for-profit	61,939	74	76	50	60	53	52	43	40
Level of institution <sup>2</sup>									
4-year	70,731	95	107	89	64	52	47	39	32
2-year	69,261	77	77	77	61	51	51	40	37
Sector of institution <sup>3</sup>									
Public 4-year	76,256	88	99	83	60	47	43	35	30
Private not-for-profit 4-year	66,158	102	115	96	67	58	50	42	36
Private for-profit 4-year	62,930	84	87	44	58	50	49	42	42
Public 2-year	70,044	77	80	76	61	50	51	40	37
Private not-for-profit 2-year	53,246	68	76	64	60	46	53	40	33
Private for-profit 2-year	59,987	65	66	41	60	57	55	43	38
Carnegie classification of institution <sup>4,5</sup>									
Doctorate-granting	74,853	97	102	94	63	51	44	38	32
Master's	69,631	84	97	83	59	50	48	36	32
Bachelor's	60,766	90	90	90	59	56	51	39	35
Associate's	68,855	77	77	77	61	50	51	40	37
Specialized	66,683	113	120	85	67	54	50	43	36
Gender									
Male	76,693	90	100	85	63	48	47	36	33
Female	64,261	90	103	85	66	47	50	43	31

See notes at end of table.

**Table 24-B. Occupational differences in average salaries (in constant 2003 dollars) of full-time employees in postsecondary institutions, by institution and employee characteristics: Fall 2003**  
—Continued

Institution and employee characteristics	Average salary of executive/administrative/managerial	Average salaries (as percentage of those for executive/administrative/managerial staff)							
		Faculty			Professional support/service	Skilled crafts	Technical paraprofessional	Clerical/secretarial	Service/maintenance
		Total	11/12-month	9/10-month					
Race/ethnicity <sup>6</sup>									
White	\$71,396	91	105	86	64	52	48	38	34
Black	65,024	92	105	87	64	50	47	41	32
Hispanic	65,799	95	112	90	64	54	49	42	35
Asian	71,653	99	106	95	66	56	49	43	34
American Indian	62,034	92	101	89	64	55	51	41	34
Nonresident alien	64,147	88	83	93	58	56	50	43	32
Race/ethnicity unknown	65,118	83	86	81	62	58	48	41	33

<sup>1</sup>Included in the totals but not shown as a separate category are staff at institutions whose control changed between 1993 and 2003. Among all institutions covered in this study, 0.5 percent had changed control, accounting for 0.1 percent of the entire workforce in both years.

<sup>2</sup>Included in the totals but not shown as a separate category are staff at institutions whose level changed between 1993 and 2003. Among all institutions covered in this study, 3.6 percent had changed level, accounting for 0.9 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>3</sup>Included in the totals but not shown as a separate category are staff at institutions whose sector changed between 1993 and 2003. Among all institutions covered in this study, 4.1 percent had changed sector, accounting for 1.0 and 1.1 percent of the entire workforce in 1993 and 2003, respectively.

<sup>4</sup>This is a condensed version of both the 1994 and 2000 Carnegie classification that was created by collapsing certain categories. See appendix A at the end of the report for an explanation of this reduced version.

<sup>5</sup>Included in the totals but not shown as a separate category are staff at institutions that were either unclassified by the Carnegie classification system in at least one of the survey years or had changed in Carnegie classification between 1993 and 2003. Among all institutions covered in this study, 14.3 percent belonged to this category, accounting for 7.9 and 8.6 percent of the entire workforce in 1993 and 2003, respectively.

<sup>6</sup>Black includes African American, Hispanic includes Latino, Asian includes Native Hawaiian or Other Pacific Islander, and American Indian includes Alaska Native. A nonresident alien is a person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Race categories exclude Hispanic origin unless specified.

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2003.

## Conclusions

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Between fall 1993 and fall 2003, the growth of the workforce at colleges and universities outpaced the growth of both the overall civilian labor force and student enrollment (22 vs. 13 and 16 percent, respectively), continuing a pattern that began in the 1970s. The growth of part-time employees in the postsecondary workforce over the 10-year period was twice that of full-time employees (34 vs. 17 percent). Likewise, while professional positions increased by 34 percent between 1993 and 2003, the number of nonprofessionals plateaued at about 0.9 million (an increase of 1 percent). These patterns may reflect the staffing strategies of colleges and universities to use part-time staff and to outsource campus services in an effort to contain costs while still meeting the increased demand for postsecondary education.

As shown in this study, the total number of part-time faculty grew by 44 percent, while the number of full-time faculty increased by 16 percent. Consequently, the percentage of faculty who were employed in part-time positions increased from 40 percent in 1993 to 46 percent in 2003, a trend that started in the 1970s, persisted through the 1980s and 1990s, and continued into the early 2000s. Because it is likely that this pattern will continue into the future, some predict part-time faculty might soon represent the majority of postsecondary faculty (Maitland and Rhoades 2005).

The changes in the diversity of staff employed at postsecondary institutions somewhat mirrored those in the general U.S. population. The proportion of the workforce on college and university campuses who were Hispanic, Asian, American Indian, and nonresident alien staff all increased over the 10-year period.

Additionally, the proportion of female staff rose slightly over the decade (from 52 percent in 1993 to 53 percent in 2003). The prevalence of female over male staff was particularly evident when looking at state data. The total number of states (including the District of Columbia) in which women outnumbered men in the postsecondary workforce increased from 36 states in 1993 to 48 states 10 years later.

Probably reflecting in part the efforts made by colleges and universities to contain spending, and supporting the argument that salary raises are not the major cause of the increase in tuition, the overall average salary (inflation-adjusted) of full-time postsecondary staff grew by 13 percent between 1993 and 2003. This growth paralleled the rate of growth of the median family

income (14 percent). Although the average salaries of full-time employees increased for each primary occupation category, only the increases for executive, administrative, and managerial positions (17 percent) exceeded those for the overall U.S. median family income. Salary increases for faculty (13 percent) were at a comparable rate, while those for positions in all of the five support personnel categories fell below that rate (3–9 percent).

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## Appendix A—Glossary

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This glossary describes the variables (including relevant IPEDS terms) used in this report. Except for the variable names, all variable documentation was compiled from the IPEDS website (at <http://nces.ed.gov/ipeds/AboutIPEDS.asp>) and the Carnegie Foundation’s Carnegie Classification website (at <http://www.carnegiefoundation.org/Classification>). The variable names are provided solely for ease of reference in this glossary.

The glossary index is organized into two sections: institution characteristics and employee characteristics. In the index below, the variables in each section are listed in the order they appear in the tables. The variables in the glossary appear in alphabetical order by variable name (displayed in the right-hand column).

### Glossary Index

#### INSTITUTION CHARACTERISTICS

Postsecondary education .....PSE  
Postsecondary education institution.....PSEINST  
Control of institution.....CONTROL  
Level of institution.....LEVEL  
Sector of institution ..... SECTOR  
Carnegie classification of institution..... CARNEGIE  
Institution of higher education ..... IHEINST  
Degree-granting institution ..... DEGINST  
Title IV institution ..... T4INST

#### EMPLOYEE CHARACTERISTICS

Employment status .....EMPSTAT  
Gender .....GENDER  
Race/ethnicity ..... RACE  
Primary occupation.....OCCUP  
Professional staff ..... PROFSTF  
Nonprofessional staff ..... NPROFSTF

***Carnegie classification of institution*****CARNEGIE**

The Carnegie Classification of Institutions of Higher Education is a taxonomy of U.S. higher education institutions that has been used for a wide variety of purposes over three decades. It includes all colleges and universities in the United States that are degree-granting and accredited by an agency recognized by the U.S. Secretary of Education. It is the framework in which institutional diversity in U.S. higher education is commonly described. Because of its emphasis on institutional “functions,” the Classification is widely interpreted as differentiating colleges and universities with respect to mission. The Carnegie Classification was originally published in 1973; subsequently updated in 1976, 1987, 1994, and 2000; and a new revision is currently being prepared for publication.

The 2000 Carnegie Classification edition classifies institutions based on their degree-granting activities from 1995–96 through 1997–98. It groups institutions into the following 10 categories:

- Doctoral/Research Universities—Extensive;
- Doctoral/Research Universities—Intensive;
- Master’s Colleges and Universities I;
- Master’s (Comprehensive) Colleges and Universities II;
- Baccalaureate Colleges—Liberal Arts;
- Baccalaureate Colleges—General;
- Baccalaureate/Associate’s Colleges;
- Associate’s Colleges;
- Specialized Institutions offering degrees ranging from the bachelor’s to the doctorate and typically awarding a majority of degrees in a single field; and
- Tribal colleges and universities.

The 1994 Carnegie Classification edition differs from the 2000 edition primarily by using federal funding to further differentiate doctorate-granting institutions and using admissions selectivity as a criterion to group baccalaureate colleges. It is based on survey data for 1988–89, 1989–90, and 1990–91 on degree-granting activity (from IPEDS), federal funding (from National Science Foundation’s annual report), and admissions selectivity (from The College Board). The 1994 edition classifies institutions into the following 11 categories:

- Research Universities I;
- Research Universities II;
- Doctoral Universities I;
- Doctoral Universities II;
- Master’s (Comprehensive) Colleges and Universities I;
- Master’s (Comprehensive) Colleges and Universities II;
- Baccalaureate (Liberal Arts) Colleges I;
- Baccalaureate Colleges II;
- Associate of Arts Colleges;
- Professional and Specialized Institutions offering degrees ranging from the bachelor’s to the doctorate and typically awarding a majority of degrees in a single field; and
- Tribal colleges and universities (all members of the American Indian Higher Education Consortium).

For details about specific criteria for each Carnegie category and differences between the 2000 and 1994 editions, readers are referred to the Carnegie Foundation’s website at <http://www.carnegiefoundation.org/Classification/>. Because of differences between the two Carnegie Classification editions, individual categories could not be compared directly. To make the two classifications more uniform—and make comparisons between the 1993 and 2003 staff data more meaningful—a general version was developed for this study by collapsing certain categories from both classifications. This consolidated version divides institutions into the following five broad categories:

## DAS Variable

*Carnegie classification of institution—continued*

## CARNEGIE

Doctorate-granting universities;  
 Master's universities and colleges;  
 Bachelor's colleges;  
 Associate's colleges; and  
 Specialized institutions (including tribal universities and colleges).

Details about how this reduced version relates to the 1994 and 2000 Carnegie classifications are shown in table A-1 below.

**Table A-1. Aggregated Carnegie classification used in this study in relation to 1994 and 2000 Carnegie classifications**

New Carnegie category of institution	Equivalency of 1994 Carnegie categories <sup>1</sup>	Equivalency of 2000 Carnegie categories <sup>1</sup>
Doctorate-granting universities	Research universities I & II Doctoral universities I & II	Doctoral/Research Universities—Extensive Doctoral/Research Universities—Intensive
Master's universities/colleges	Master's (comprehensive) universities and colleges I Master's (comprehensive) universities and colleges II	Master's colleges and universities I Master's colleges and universities II
Bachelor's colleges	Baccalaureate (liberal arts) colleges I Baccalaureate (liberal arts) colleges II	Baccalaureate colleges—Liberal arts Baccalaureate colleges—General Baccalaureate/Associate's Colleges
Associate's colleges	Associate of arts colleges	Associate's colleges
Specialized Institutions	Specialized Institutions Tribal colleges and universities	Specialized Institutions Tribal colleges and universities

<sup>1</sup> For details about definitions for each category, consult the Carnegie Foundation website at <http://www.carnegiefoundation.org/Classification/CIHE2000/foreword.htm>

**DAS Variable**

***Control of institution***

**CONTROL**

A classification of whether an institution is operated by publicly elected or appointed officials or by privately elected or appointed officials and derives its major source of funds from private sources. Institutions are grouped into three categories as follows:

Public institution—An educational institution whose programs and activities are operated by publicly elected or appointed school officials and that is supported primarily by public funds.

Private not-for-profit institution—A private institution in which the individual(s) or agency in control receives no compensation, other than wages, rent, or other expenses for the assumption of risk. These include both independent not-for-profit institutions and those affiliated with a religious organization.

Private for-profit institution—A private institution in which the individual(s) or agency in control receives compensation other than wages, rent, or other expenses for the assumption of risk.

***Degree-granting institution***

**DEGINST**

An institution that offers an associate's, bachelor's, master's, doctor's, or a first-professional degree. (In contrast, a non-degree-granting institution offers certificates or other formal awards.)

***Employment status***

**EMPSTAT**

Indicates whether an employee is employed full time or part time as defined by the institution. The type of appointment at the "snapshot date" determines whether an employee is full time or part time. The employee's term of contract is not considered in making the determination of full- or part-time status, only the type of appointment at the snapshot date. For example, a full-time, one-term appointment should be considered full time for the purpose of the IPEDS "Fall Staff Survey." Casual employees (hired on an ad-hoc or occasional basis to meet short-term needs) and students in the College Work-Study Program are not considered part-time staff. Instruction/research assistants are all part time by definition in the IPEDS Staff survey.

Full-time

Part-time

***Gender***

**GENDER**

Employee's gender

Male

Female

***Institution of higher education***

**IHEINST**

An institution that is accredited by an agency or organization that was recognized by the U.S. Department of Education or recognized directly by the Secretary of Education. This definition is used for IPEDS data collected before 1997 in referring to institutions generally considered as offering college and university education. (Note that only 2- and 4-year IHEINST institutions are covered in the present study.) Since 1997, the definition has been limited to institutions that are degree-granting and eligible to participate in Title IV federal financial aid programs (see DEGINST and T4INST for details).

**DAS Variable*****Level of institution*****LEVEL**

A classification of whether an institution's programs are 4-year or higher (4-year institution), 2-year but less-than 4-year (2-year institution), or less-than-2-year. However, institutions that are less-than-2-year are not included in this study.

4-year

2-year

***Nonprofessional staff*****NPROFSTF**

Staff from the primary occupation categories of "technical/paraprofessional," "clerical/secretarial," "skilled crafts," and "service/maintenance" (see OCCUP for definition).

***Primary occupation*****OCCUP**

The principal activity of a staff member as determined by the institution. It divides employees into eight categories. Employees are assigned to one category based on job title, work performed, skills, education, training, and credentials. If the employee performs in more than one occupation, the employee should be classified in the occupation that requires the highest level of skill. If there is no measurable difference in skill, the employee should be included in the functional category (occupation) in which he or she spends the most time. The eight categories are as follows:

- **Executive, administrative, and managerial:** individuals whose assignments require management of the institution or a customarily recognized department or subdivision thereof. Assignments require the performance of work directly related to management policies or general business operations of the institution, department, or subdivision. Assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment. Included in this category are employees holding the following titles: top executives; chief executives; general and operations managers; advertising, marketing, promotions, public relations, and sales managers; operations specialties managers; administrative services managers; computer and information systems managers; financial managers; human resources managers; purchasing managers; postsecondary education administrators, such as presidents, vice presidents (including assistants and associates), deans (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, directors (including assistants and associates), department heads (including assistants and associates) if their principal activity is administrative and not primarily instruction, research, or public service, and assistant and associate managers (including first-line managers of service, production, and sales workers who spend more than 80 percent of their time performing supervisory activities); engineering managers; food service managers; lodging managers; and medical and health services managers.

*Primary occupation—continued*

## OCCUP

- **Faculty (instructional/research/public service):** employees identified by the institution as such and typically whose initial assignments are made for the purpose of conducting instruction, research, or public service as a principal activity (or activities). They may hold academic rank titles of professor, associate professor, assistant professor, instructor, lecturer, or the equivalent of any of those academic ranks. Faculty may also include the chancellor/president, provost, vice provosts, deans, directors, or the equivalent, as well as associate deans, assistant deans, and executive officers of academic departments (chairpersons, heads, or the equivalent) if their principal activity is instruction combined with research and/or public service. The designation as “faculty” is separate from the activities to which they may be currently assigned. For example, a newly appointed president of an institution may also be appointed as a faculty member. Graduate/instruction/research assistants are part-time employees by definition of the IPEDS “Fall Staff Survey.” Librarians and counselors are normally reported in the other professional category (defined below); however, some institutions treat them like faculty. Faculty are appointed either full time or part time. Full-time faculty are further divided into three subgroups based on the length of their salary contracts. Less-than-9-month contract faculty are faculty who are employed full time for less than 9 months in a year; 9- to 10-month contract faculty are those who are employed full time for two semesters, three quarters, two trimesters, two 4-month sessions, or the equivalent; 11- to 12-month contract faculty are employed full time for 11 or 12 months.
- **Instruction/research assistants:** students employed on a part-time basis for the primary purpose of assisting in classroom or laboratory instruction or in the conduct of research. Graduate students having titles such as graduate assistant, teaching assistant, teaching associate, teaching fellow, or research assistant typically hold these positions. Excluded are students in the College Work-Study Program.
- **Other professionals (support/service):** staff employed for the primary purpose of performing academic support, student service, and institutional support, whose assignments would require either a baccalaureate degree or higher or experience of such kind and amount as to provide a comparable background. Included in this category are all employees holding titles such as business operations specialists; buyers and purchasing agents; human resources, training, and labor relations specialists; management analysts; meeting and convention planners; miscellaneous business operations specialists; financial specialists; accountants and auditors; budget analysts; financial analysts and advisors; financial examiners; loan counselors and officers; computer specialists; computer and information scientists, researchers; computer programmers; computer software engineers; computer support specialists; computer systems analysts; database administrators; network and computer systems administrators; network systems and data communication analysts; counselors, social workers, and other community and social service specialists; health educators; clergy; directors, religious activities and education; lawyers; librarians, curators, and archivists; museum technicians and conservators; artists and related workers; designers; athletes, coaches, and umpires; dancers and choreographers; music directors and composers; chiropractors; dentists; dietitians and nutritionists; optometrists; pharmacists; physicians and surgeons; podiatrists; registered nurses; therapists; and veterinarians.
- **Technical staff and paraprofessionals:** persons whose assignments require specialized knowledge or skills that may be acquired through experience, apprenticeship, on-the-job training, or academic work in occupationally specific programs that result in a 2-year degree or other certificate or diploma. Included are persons who perform some of the duties of a professional in a supportive role, which usually requires less formal training and experience than normally required for professional status. Technical and paraprofessionals typically hold job titles such as mathematical technicians; life, physical, and social science technicians; agricultural and food science technicians; chemical technicians; geological and petroleum technicians; nuclear technicians; paralegals and legal assistants; miscellaneous legal support workers; health technologists and technicians; dietetic technicians; pharmacy technicians; licensed practical and licensed vocational nurses; medical records and health information technicians; opticians, dispensing; healthcare support occupations; nursing aides, orderlies, and attendants; physical therapist assistants and aides; massage therapists; dental assistants; medical assistants; and pharmacy aides.



**DAS Variable****Primary occupation—continued****OCCUP**

- **Clerical and secretarial staff:** all persons whose assignments typically are associated with clerical activities or are specifically of a secretarial nature. Included are personnel who are responsible for internal and external communications, recording and retrieval of data (other than computer programmers), and/or information and other paperwork required in an office. Clerical and secretarial staff hold job titles such as switchboard operators, including answering service; telephone operators; bill and account collectors; billing and posting clerks and machine operators; bookkeeping, accounting, and auditing clerks; payroll and timekeeping clerks; procurement clerks; file clerks; clerical library assistants; human resources assistants, except payroll and timekeeping; shipping, receiving, and traffic clerks; secretaries and administrative assistants; computer operators; data entry and information processing workers; desktop publishers; mail clerks and mail machine operators (except postal service); office clerks (general); office machine operators (except computer); and proofreaders and copy markers.
- **Skilled crafts staff:** persons whose assignments typically require special manual skills and a thorough and comprehensive knowledge of the processes involved in the work, acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Skilled crafts staff hold job titles such as welders, cutters, solderers, and brazers; bookbinders and bindery workers; printers; cabinetmakers and bench carpenters; plant and system operators; stationary engineers and boiler operators; water and liquid waste treatment plant and system operators; crushing, grinding, polishing, mixing, and blending workers; medical, dental, and ophthalmic laboratory technicians; painting workers; photographic process workers and processing machine operators; and etchers and engravers.
- **Service/maintenance:** persons whose assignments require limited degrees of previously acquired skills and knowledge and in which workers perform duties that result in or contribute to the comfort, convenience, and hygiene of personnel and the student body or that contribute to the upkeep of the institutional property. They hold job titles such as firefighters; law enforcement workers; parking enforcement workers; police officers; security guards; lifeguards; ski patrol; cooks and food preparation workers; food and beverage serving workers; fast food and counter workers; waiters and waitresses; other food preparation- and serving-related workers; building cleaning and pest control workers; grounds maintenance workers; electrical and electronic equipment mechanics; installers and repairers; radio and telecommunications equipment installers and repairers; avionics technicians; electric motor, power tool, and related repairers; vehicle and mobile equipment mechanics, installers, and repairers; control and valve installers and repairers; heating, air conditioning, and refrigeration mechanics and installers; air transportation workers; motor vehicle operators; and parking lot attendants.

**Professional staff****PROFSTF**

Staff from the primary occupation categories of “executive, administrative, and managerial,” “faculty,” “instruction/research assistants,” and “other professionals (support/service)” (see OCCUP for definition).

**Postsecondary education****PSE**

Postsecondary education is defined within IPEDS as the provision of a formal instructional program whose curriculum is designed primarily for students who are beyond the compulsory age for high school.

**Postsecondary education institution****PSEINST**

An institution whose sole purpose or one of its primary missions is the provision of postsecondary education.

**Race/ethnicity****RACE**

The manner of collecting employees' racial/ethnic information is left to the discretion of the institution, provided that the system established results in reasonably accurate data, which may be replicated by others when the same documented system is utilized. An employer may acquire the racial/ethnic information necessary for this section either by visual survey of the workforce or from postemployment records. For the purpose of IPEDS surveys, an individual may be included in the group to which he or she appears to belong, identifies with, or belongs in the eyes of the community. A person may be counted in only one group. Racial/ethnic designations are requested only for U.S. citizens, resident aliens, and other eligible noncitizens (see definitions below). Racial/ethnic designations used in the IPEDS "Fall Staff Survey" do not denote scientific definitions of anthropological origins. The categories are as follows:

American Indian/Alaska Native	A person having origins in any of the original peoples of North America or who maintains cultural identification through tribal affiliation or community recognition. Includes Alaska Native.
Asian/Pacific Islander	A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent or Pacific Islands. This includes people from China, Japan, Korea, India, the Philippine Islands, American Samoa, India, and Vietnam.
Black, non-Hispanic	A person having origins in any of the Black racial groups of Africa (except those of Hispanic origin).
White, non-Hispanic	A person having origins in any of the original peoples of Europe, North Africa, or the Middle East (except those of Hispanic origin).
Hispanic	A person of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race.
Nonresident alien	A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. Note that nonresident aliens are reported separately, in the rows of the tables throughout this report, rather than included in any of the five racial/ethnic categories above. Resident aliens and other eligible (for financial aid purposes) noncitizens who are not citizens or nationals of the United States but who have been admitted as legal immigrants for the purpose of obtaining permanent resident alien status (and who hold either an alien registration card [Form I-551 or I-151], a Temporary Resident Card [Form I-688], or an Arrival-Departure Record [Form I-94] with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian) are to be reported in the appropriate racial/ethnic categories along with U.S. citizens.

*DAS Variable*

*Race/ethnicity—continued* **RACE**

Race/ethnicity unknown      This category is used only if the employee did not select a racial/ethnic designation, and the postsecondary institution finds it impossible to place the employee in one of the aforementioned racial/ethnic categories.

*Sector of institution* **SECTOR**

An institution falls into one of nine possible institutional categories resulting from dividing the universe according to control within each level of institution as described above. Since only 2- and 4-year institutions are covered in the present study, the total number of sectors reported is six, not nine.

Additionally, the IPEDS survey also reports a sector category for institution entities that are “central, system, or corporate office.” Of the institution universe covered in the present study, the percentage of institutions that are “administrative unit only” is 2 percent each in fall 1993 and 2003; however, the total number of staff employed at such institutions constituted only 0.6 and 0.7 percent, respectively, of the corresponding entire higher education workforce. Such staff were included in the total but not reported separately throughout this report.

- Public 4-year
- Private not-for-profit 4-year
- Private for-profit 4-year
- Public 2-year
- Private not-for-profit 2-year
- Private for-profit 2-year

*Title IV institution* **T4INST**

An institution that has a written agreement with the Secretary of Education that allows the institution to participate in any of the Title IV federal student financial assistance programs.

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## Appendix B—Technical Notes and Methodology

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### **The Integrated Postsecondary Education Data System “Fall Staff Survey”**

The data for this study come from the Integrated Postsecondary Education Data System (IPEDS) “Fall Staff Survey” of 1993 and 2003. The “Fall Staff Survey” is one of the eight components<sup>1</sup> of the IPEDS, conducted by the U.S. Department of Education’s National Center for Education Statistics (NCES). IPEDS, which began in 1986, is the NCES core postsecondary institution data collection program. (Before IPEDS, some of the same information was collected by the Higher Education General Information Survey [HEGIS], which began in 1966.) IPEDS is a single, comprehensive system that encompasses all identified institutions whose primary purpose is to provide postsecondary education. The survey includes institution-level data that can be used to describe trends in postsecondary education with regard to student enrollment, institutional revenue and expenditure patterns, salaries of full-time instructional faculty, degree completions (awards), tuition and fee charges, and other issues of interest.

The “Fall Staff Survey” reports the number of staff at the institutional level by occupational activity, full- and part-time status, gender, and race/ethnicity. For full-time employees, the survey also reports their distribution by salary class intervals. Data are collected in odd-numbered years. In addition to the 50 states and the District of Columbia, the “Fall Staff Survey” also covers outlying areas (i.e., American Samoa, the Federated States of Micronesia, Guam, the Marshall Islands, the Northern Marianas, Palau, Puerto Rico, and the Virgin Islands). However, outlying areas are excluded from this study.

The 1993 “Fall Staff Survey” collected information on all employees who were on the payroll as of October 1, 1993; the 2003 Fall Staff data include all employees on the payroll as of November 1, 2003. Efforts were made both during and after data collection to ensure data quality (e.g., for response institutions, data edit procedures were performed for internal, inter-year, and inter-IPEDS component consistency, and addition checks were carried out for resolving possible discrepancies between generated and reported totals). Institutions that did not respond were subject to imputation, as were item nonresponse cases for response institutions. For more information about the specifics of the two “Fall Staff Surveys”—particularly with regard to the

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<sup>1</sup> The other seven IPEDS components are Institutional Characteristics (e.g., tuition and fees and types of programs); Fall Enrollment; Completions; Graduation Rate; Faculty; Financial Statistics; and Student Financial Aid.

imputation techniques used—consult the survey methodology section of the respective reports: *Fall Staff in Postsecondary Institutions, 1993* (Cahalan and Roey 1996) and *Staff in Postsecondary Institutions, Fall 2003, and Salaries of Full-Time Instructional Faculty, 2003–04* (Knapp et al. 2005b).

## **Institutional Coverage and Response Rates**

### ***Institutional Coverage***

Due to changes in the IPEDS data collection over time, the institutions covered in the 1993 Fall Staff data collection are not directly comparable to those covered in the 2003 survey. For example, the 1993 survey collected information from all identified postsecondary institutions, while the 2003 survey focused only on Title IV eligible institutions (i.e., institutions eligible to participate in federal financial aid programs). Additionally, changes could have occurred in individual institutions (e.g., openings and closings). Furthermore, changes were implemented by NCES in 1996 in how postsecondary institutions are classified.<sup>2</sup> Consequently, it is not appropriate to examine trends of changes between 1993 and 2003 in the total number of staff employed at postsecondary institutions and average salaries of full-time staff by directly comparing the two full sets of institutions surveyed.<sup>3</sup>

Therefore, to make the comparisons between fall 1993 and fall 2003 comparable, this study focuses only on institutions that were surveyed in both fall 1993 and fall 2003 and were degree-granting and eligible to participate in Title IV federal financial aid programs in 2003.<sup>4</sup> This limitation reduces the total number of institutions covered in this study to 3,186.<sup>5</sup> However, although only a subset of all institutions surveyed, these institutions represent 92 percent in 1993

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<sup>2</sup> Before 1997, NCES reports on staff focused on institutions of higher education (IHE)—that is, postsecondary institutions accredited by an agency or organization that was recognized by the U.S. Department of Education (ED), or directly by the Secretary of Education. Since 1997, ED no longer distinguishes institutions based on accreditation level and now subdivides the postsecondary institution universe into schools that are eligible to receive Title IV federal financial aid and those that are not.

<sup>3</sup> Some 9,305 in 1993 and 4,886 in 2003 (including outlying areas), based on U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 1993 and 2003 “Fall Staff Survey” (data not shown in tables).

<sup>4</sup> Such information was not available in 1993.

<sup>5</sup> Data for these institutions were collected in the IPEDS\_S form (or long form) of the “Fall Staff Survey.” Although the S-form survey participation is supposedly limited only to institutions with at least 15 full-time employees, the actual survey data included some institutions that had fewer than 15 full-time employees. For institutions covered in this study, the proportion of staff employed at such institutions was 0.2 percent of the entire reported workforce in 1993 and virtually 0 percent in 2003. Institutions that were non-IHE (or did not offer a baccalaureate or higher degree) in 1993 and non-degree-granting in 2003 reported their staffing information through the IPEDS\_CN form (or short-form), which is much less detailed (e.g., no data on employee counts by salary class intervals). For details about how the IPEDS\_S and IPEDS\_CN forms differ, consult the IPEDS website at <http://nces.ed.gov/ipeds/ipedssurveys.asp>.

and 95 percent in 2003 of the entire workforce in all institutions surveyed in the respective survey years.<sup>6</sup>

### ***Institution Response Rates and Proportion of Data That Were Imputed***

For the institutions of higher education (IHE) portion of the institutions surveyed in 1993, the overall response rate is 92 percent (94, 91, and 89 percent at public, private not-for-profit, and private for-profit institutions, respectively) (Cahalan and Roey 1996).<sup>7</sup> The overall institutional response rate for all degree-granting, Title IV eligible institutions surveyed in 2003 was 99.9 percent and, of the corresponding postsecondary workforce, only 0.1 percent was based on imputation (due to either institutional nonresponse or item nonresponse for response institutions as mentioned earlier in this appendix) (Knapp et al. 2005b).<sup>8</sup> (Similar data for fall 1993 are not available.) With such high response rate and low imputation rate, it is unlikely that data presented throughout this study would be seriously biased.

### **Data Accuracy**

Since IPEDS surveys are universal, there are no sampling errors associated with the data presented in all the tables and figures of this report. However, even census data could be inaccurate because of potential nonsampling errors. Nonsampling errors can be attributed to a number of causes: missing data due to inability to obtain complete information about all employees in all institutions in the survey (e.g., some institutions could be nonresponse institutions by refusing to participate, or institutions participated but information on employee characteristics was filled out only for certain items, making others nonresponse items); ambiguous definitions; differences in interpreting questions; inability or unwillingness to give correct information; mistakes in recording or coding data; and other errors of collecting, processing, and imputing missing data. Readers interested in efforts to minimize nonsampling errors for data used in this report should consult the methodology section of the respective reports referenced earlier in this appendix.

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<sup>6</sup> U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), 1993 and 2003 “Fall Staff Survey” (data not shown in tables).

<sup>7</sup> Note that these response rates refer to all IHE institutions surveyed, including IHE institutions that were less-than-2-year. However, less-than-2-year IHE institutions made up only 0.5 percent of all IHE institutions surveyed (Cahalan and Roey 1996), none of which was included in the present study. Furthermore, there were 46 institutions covered in this study that did not have a valid identification number as IHE institutions.

<sup>8</sup> Note that both the institutional response rate and the postsecondary workforce imputation rate refer to all degree-granting, Title IV eligible institutions located in the 50 states and the District of Columbia, which total 3,886 in number of institutions and 3,194,169 in number of staff employed. Of this full set of degree-granting, Title IV eligible institutions, 3,186 were reported in this study, representing 97 percent of the entire postsecondary workforce. Therefore, it is reasonable to assume that the response rate and imputation rate as reported for the full set would closely approximate those for the subset used in this study.

## Cautionary Notes

As explained above, the present study is limited to 2- and 4-year institutions that were surveyed in both 1993 and 2003. Although these institutions employed most of the postsecondary workforce surveyed in both years (92 percent in 1993 and 95 percent in 2003), they nonetheless are short of a complete picture of the workforce at all postsecondary institutions.

Additionally, despite the fact that the IPEDS “Fall Staff Survey” is a census survey, some data were imputed for both institutional nonresponse and item nonresponse and edit checks were performed with a certain amount of tolerance for inconsistency. Furthermore, although most institutions—and almost the entire postsecondary workforce—covered in this study did not change in their characteristics (such as sector and Carnegie classification) during the decade studied (1993–2003), a few of them did (as shown in table B-1), and those changes in staffing and salaries could have been confounded by changes in institutional characteristics, albeit an impact of very limited degree on the overall pattern of changes reported in this study as discussed in the introduction.

Lastly, as explained in the introduction, average salaries reported in this study were derived from categorically collected survey data through a methodology routinely practiced with the Current Population Survey (CPS) data (Kaufman et al. 2000; Kaufman, Alt, and Chapman 2001). After this “raw” data manipulation, average salaries were calculated by dividing salary outlays by the corresponding total number of employees, resulting in two immediate ramifications as shown in table B-1. First, the overall average salaries are different from the arithmetic averages among all subgroups. For instance, in fall 1993, the average salary among all postsecondary full-time staff was \$47,837 for men and \$36,083 for women; yet the corresponding arithmetic averages among the various primary occupation groups were \$40,755 and \$35,861, respectively. Secondly, the gender gap in average salaries (expressed as women’s average salary as a percentage of that for men) for each primary occupation group is smaller than the overall gender gap (e.g., 83–99 vs. 75 percent in 1993). This is because the overall percentage contribution by women in salary outlay was 7 percent lower than their contribution in number of employees in both years (e.g., 45 vs. 52 percent in 1993), a much wider deficit than that when each primary occupation group is examined separately. The largest deficit in percentage contribution by women between salary outlay and number of employees occurred with executive/administrative/managerial staff; it was 4 percentage points both in 1993 (38 vs. 42 percent) and 2003 (46 vs. 50 percent). Not surprisingly, among clerical/secretarial staff, the occupation group with the smallest gender gap in average salaries (women earned, on average, 99 percent of what men earned in 1993 and 98 percent in 2003), women’s percentage contribution in salary outlay matched that in number of employees (91 vs. 91 percent in 1993 and 89 vs. 89 percent in 2003).



**Table B-1. Salary outlay and number of full-time staff by gender, percentage share of total by women in salary outlay and number of full-time staff, and average salaries of full-time staff by gender in postsecondary institutions, by primary occupation: Fall 1993 and 2003**

	Men		Women		Women's percentage share of total			Average salaries		
	Salary outlay	Number of staff	Salary outlay	Number of staff	Salary outlay	Number of staff	Share Deficit: salary outlays—number of staff	Mean	Women	Women's as percentage of men's
<b>Fall 1993</b>										
Total	\$39,860,467,345	833,262	\$32,702,303,311	906,302	45	52	-7	\$47,837	\$36,083	75
Executive/administrative/mangerial	5,006,465,848	78,021	3,075,157,456	56,053	38	42	-4	64,168	54,862	85
Faculty	21,186,332,129	353,146	9,009,923,786	175,941	30	33	-3	59,993	51,210	85
Professional support/service	6,283,783,609	139,255	8,581,812,951	208,150	58	60	-2	45,124	41,229	91
Technical/paraprofessional	1,870,514,426	57,808	2,398,811,020	81,791	56	59	-2	32,357	29,329	91
Clerical/secretarial	844,669,723	32,197	8,130,012,465	312,255	91	91	0	26,234	26,036	99
Skilled crafts	1,909,204,858	56,767	86,389,995	3,110	4	5	-1	33,632	27,778	83
Service/maintenance	2,759,496,752	116,068	1,420,195,637	69,002	34	37	-3	23,775	20,582	87
Average (among all categories above)								40,755	35,861	89
<b>Fall 2003</b>										
Total	50,466,145,762	939,628	44,872,976,894	1,091,203	47	54	-7	53,709	41,122	77
Executive/administrative/mangerial	6,584,355,077	85,853	5,582,169,046	86,867	46	50	-4	76,693	64,261	84
Faculty	25,508,996,412	370,724	13,780,486,704	238,805	35	39	-4	68,809	57,706	84
Professional support/service	10,154,372,565	211,757	12,989,297,695	304,825	56	59	-3	47,953	42,612	89
Technical/paraprofessional	2,230,472,571	62,522	2,831,476,608	88,922	56	59	-3	35,675	31,842	89
Clerical/secretarial	1,004,160,298	36,172	8,259,065,844	302,182	89	89	0	27,761	27,331	98
Skilled crafts	2,036,261,149	55,408	95,079,445	3,152	4	5	-1	36,750	30,165	82
Service/maintenance	2,947,527,690	117,192	1,335,401,552	66,450	31	36	-5	25,151	20,096	80
Average (among all categories above)								45,542	39,145	87

NOTE: Data are based on 3,186 institutions that were surveyed in both 1993 and 2003. They were located in the 50 states and the District of Columbia and were degree-granting, Title IV eligible institutions in 2003. Salaries in fall 2003 were in constant 2003 dollars.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 1993 and 2003.